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ABSTRACT

In April 1996, the Virginia Community College System (VCCS) conducted a study to compare salaries for VCCS presidents to those for presidents of similar institutions across the nation. Data were obtained from a 1995-96 Administrative Compensation Survey conducted by the College and University Personnel Association (CUPA), a separate questionnaire sent to five state systems determined to be similar to the VCCS, and the 1996 salary scale and salaries of VCCS presidents. An analysis of the data found that for colleges enrolling 2,499 or less or from 5,000 to 9,999 students, VCCS presidential median salaries were lower than the national median salaries found in the CUPA survey, while for institutions enrolling 2,500 to 4,999 or 10,000 or more, VCCS salaries were higher. Similar results were achieved in the survey of similar state systems. With respect to salary schedules, both the CUPA and the state surveys revealed that the VCCS salary scale was lower than the interquintile ranges (i.e., the middle 60% of the reported salaries) in all enrollment categories. The study concluded that VCCS salaries have not kept pace with salaries nationally or in states with systems similar to the VCCS and may not be competitive in attracting or maintaining quality administrators. Appendixes provide extensive data tables from the CUPA and state system studies. (TGI)

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ED 393 491

VIRGINIA COMMUNITY COLLEGE SYSTEM

PRESIDENTIAL SALARY STUDY

April 1, 1996

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TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

Dr. Richard J. Ernst
President
Northern Virginia Community College

I 960 189

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INTRODUCTION

A continuing challenge for educational decision-makers is staying within budgetary limits while offering salaries which will attract and hold quality administrators. Since competition for good administrators is intense, constant review of salaries offered by institutions comparable to those in Virginia is necessary. Therefore, the present study is a continuation of the established practice of providing comparative data concerning salaries for Virginia Community College System presidents and salaries for presidents of similar institutions throughout the nation.

METHODOLOGY

Data for the study were obtained from three sources. First, to provide a national perspective, comparative data were taken from the 1995-96 Administrative Compensation Survey published annually by the College and University Personnel Association (CUPA). The data from the publication were reanalyzed through five (5) special runs of the base data collected by CUPA to accommodate the enrollment categories used in this study. This is the latest available national data on presidential salaries. Copies of the supplemental printouts are provided as Attachment A.

The data collected from the CUPA respondents were reported in accordance with the following specifications:

1. Salaries were those in effect during the Fall of 1995.
2. Salaries were reported at an annualized, full-time rate and reflect only actual cash earnings. Fringe benefits and services contributed without charge were excluded.
3. Enrollment data were for the year 1995-96 and were reported in terms of full-time equivalent students.

The second set of data was obtained from a questionnaire sent to those state systems identified by the Office of the Secretary of Education as being similar to the Virginia Community College System. Source of funds was the principal criterion used to determine similarity to the Virginia Community College System. The following states participated in this study:

Alabama

Florida

North Carolina

South Carolina

Tennessee

The completed questionnaires and explanatory correspondence and information submitted by the states participating in the survey are provided as Attachment B.

The third source of data was the current salary scale and salaries of VCCS presidents.

RESULTS AND DISCUSSION

TABLE 1 provides a summary of VCCS community colleges by enrollment category. All of the data in this study are analyzed in accordance with these enrollment categories and presidential salaries.

TABLE 1

VIRGINIA COMMUNITY COLLEGE SYSTEM

ENROLLMENT CATEGORY ANALYSIS

Enrollment	Community College	Fall 1995 FTE Enrollment	1995-96 Presidential Salary
Less than 1,500	Eastern Shore	387	$77,847
	Paul D. Camp	669	77,847
	Dabney S. Lancaster	730	77,847
	Rappahannock	890	85,066
	Virginia Highlands	1,222	77,847
	Wytheville	1,236	85,066
	Patrick Henry	1,296	85,066
	Blue Ridge	1,302	77,847
	Germanna	1,338	85,066
1,500 - 2,499	Danville	1,650	82,590
	Lord Fairfax	1,684	92,954
	Southside	1,715	92,954
	Piedmont	1,716	87,617
	Mountain Empire	1,759	82,590
	Central Virginia	1,838	82,590
	New River	1,961	92,954
	Southwest Virginia	2,297	101,574
	John Tyler	2,301	92,954
2,500 - 4,999	Virginia Western	3,018	101,574
	Thomas Nelson	3,795	92,954
	J. Sargeant Reynolds	4,577	110,993
5,000 - 9,999	Tidewater	8,956	104,621
10,000 or more	Northern Virginia	18,640	121,284

TABLE 2 provides a summary of data from the CUPA 1995-96 Administrative Compensation Survey. The following are explanatory comments concerning the data presented in TABLE 2:

1. The median is the middle salary of all salaries reported. Half of the salaries are lower than the median and half are higher.

2. The first quintile (Q1 on the chart) indicates the dividing point between the lowest 20% of salaries and the next highest 20%. Similarly, the fourth quintile (Q4) indicates the dividing point between the highest 20% of salaries and the next lowest 20%. The interquintile range represents the middle 60% of all salaries. Exceptional salaries (either low or high) fall outside of the interquintile range.

3. The position classification in the CUPA Survey that was used in the study was selected based upon comparability to colleges and positions in the VCCS.

TABLE 2

NATIONAL SURVEY*
PRESIDENTIAL SALARY (CASH) SUMMARY**

FTE Enrollment	CUPA** 1995-96 Mean Salary	CUPA** 1995-96 Median Salary	CUPA** 1995-96 Interquintile Range Q1 - Q4
Less than 1,500	$81,926	$83,801	$72,280 - 90,000
1,500 - 2,499	91,767	94,000	79,455 - 100,000
2,500 - 4,999	99,861	100,000	89,472 - 112,325
5,000 - 9,999	110,727	108,248	98,789 - 121,160
10,000 or more	124,967	119,138	114,094 - 133,900

*All data are taken from the 1995-96 Administrative Compensation Survey published by the College and University Personnel Association.

**This analysis reflects cash earnings only. No fringe benefits are included.

A summary of the data from the state survey is shown in TABLE 3. With the exception of North Carolina, presidential salaries for the states included in the survey are provided by the state. In the case of North Carolina, total presidential salary is calculated by adding a base state salary plus a local salary supplement.

TABLE 3

STATE SURVEY*
PRESIDENTIAL SALARY (CASH) SUMMARY

Enrollment	Mean Salary 1995-96	Median Salary 1995-96	1995-96 Interquintile Range Q1 - Q4
Less than 1,500	$84,642	$86,688	$77,803 - 89,512
1,500 - 2,499	94,207	92,220	88,468 - 100,047
2,500 - 4,999	99,068	96,804	89,512 - 109,923
5,000 - 9,999	113,010	113,500	101,446 - 124,448
10,000 or more	123,665	124,999	117,800 - 127,431

*The states included in the survey are Alabama, Florida, North Carolina, South Carolina, and Tennessee.

ANALYSIS OF DATA

TABLES 4 and 5 provide comparative percentage analyses with the national and state median salary data and the current VCCS presidential median salaries. Concerning the national survey, the VCCS presidential median salaries are below the national presidential median salaries in three enrollment categories and above the national presidential median salaries in two enrollment categories. The same is true for presidential median salaries in the state survey.

TABLE 4

COMPARATIVE PERCENTAGE ANALYSIS
VCCS 1995-96 PRESIDENTIAL MEDIAN SALARY
and
CUPA SURVEY

Enrollment	CUPA Median Salary 1995-96	VCCS Median Salary 1995-96	Percent Difference
Less than 1,500	$83,801	$77,847	(-) 7.1
1,500 - 2,499	94,000	92,954	(-) 1.1
2,500 - 4,999	100,000	101,574	(+) 1.6
5,000 - 9,999	108,248	104,621	(-) 3.4
10,000 or more	119,138	121,284	(+) 1.8

TABLE 5

COMPARATIVE PERCENTAGE ANALYSIS
VCCS 1995-96 PRESIDENTIAL MEDIAN SALARY
and
STATE SURVEY

FTE Enrollment	State Survey Median Salary 1995-96	VCCS Median Salary 1995-96	Percent Difference
Less than 1,500	$86,688	$77,847	(-) 10.2
1,500 - 2,499	92,220	92,954	(+) 0.8
2,500 - 4,999	96,804	101,574	(+) 4.9
5,000 - 9,999	113,500	104,621	(-) 7.8
10,000 or more	124,999	121,284	(-) 3.0

The interquintile ranges represent the middle 60% of the reported salaries. The interquintile ranges, therefore, will eliminate exceptional salaries (either low or high) which would tend to skew the data. A basic assumption in this study is that equitable presidential salary ranges for the Virginia Community College System should be comparable to those found in both the national and the state surveys. For comparative purposes, therefore, the minimum salary in each enrollment category of the VCCS presidential salary scale should be approximately equal to the first quintile and the maximum salary in each enrollment category of the scale should be approximately equal to the fourth quintile of the interquintile ranges found in the national and state surveys.

TABLES 6 and 7 provide comparative percentage analyses with the national and state interquintile range data and the current (1995-96) VCCS presidential salary scale. Concerning the national survey, the current VCCS presidential salary scale is below the interquintile ranges for all enrollment categories. Concerning the state survey, the current VCCS Presidential Salary Scale is also below the interquintile ranges for all enrollment categories.

TABLE 6

COMPARATIVE PERCENTAGE ANALYSIS
VCCS 1995-96 PRESIDENTIAL SALARY SCALE
and
CUPA SURVEY

FTE Enrollment	CUPA Interquintile Range Q1 - Q4	VCCS Presidential Salary Scale Minimum - Maximum	Percent Difference
Less than 1,500	$ 72,280 - 90,000	$69,167 - 87,614	(-) 4.3 - (-) 2.6
1,500 - 2,499	79,455 - 100,000	75,580 - 95,744	(-) 4.9 - (-) 4.3
2,500 - 4,999	89,789 - 112,325	82,590 - 104,621	(-) 8.0 - (-) 6.9
5,000 - 9,999	98,789 - 121,160	90,247 - 114,322	(-) 8.6 - (-) 5.6
10,000 or more	114,094 - 133,900	98,615 - 124,922	(-) 13.6 - (-) 6.7

TABLE 7

COMPARATIVE PERCENTAGE ANALYSIS
VCCS 1995-96 PRESIDENTIAL SALARY SCALE
and
STATE SURVEY

FTE Enrollment	State Survey Interquintile Range Q1 - Q4	VCCS Presidential Salary Scale Minimum - Maximum	Percent Difference
Less than 1,500	$ 77,803 - 89,512	$69,167 - 87,617	(-) 11.1 - (-) 2.1
1,500 - 2,499	88,468 - 100,047	75,580 - 95,744	(-) 14.6 - (-) 4.3
2,500 - 4,999	89,512 - 109,923	82,590 - 104,621	(-) 7.7 - (-) 4.8
5,000 - 9,999	101,446 - 124,448	90,247 - 114,322	(-) 11.0 - (-) 8.1
10,000 or more	117,800 - 127,431	98,615 - 124,922	(-) 16.3 - (-) 2.0

CONCLUSIONS

The Presidential Salary Study for the Virginia Community College System has been undertaken annually since 1981. From the first year the study was undertaken to the current study, the VCCS Presidential Salary Scale has not kept pace with salaries nationally or with salaries in those states with systems similar to the VCCS (Alabama, Florida, North Carolina, South Carolina, and Tennessee). In the current study, the differences are significant. For example, in the state survey, the lower end of the VCCS salary scale is as much as 16.3% below the lower end of the interquintile range. Similarly, the upper end of the VCCS salary scale is as much as 8.1% below the upper end of the interquintile range. This, in turn, has resulted in median salaries being generally lower than those found in both the national and state surveys. While increases in both presidential salaries and the VCCS salary scale have occured since 1981, presidential salaries in the VCCS are still not competitive either nationally or regionally.

ATTACHMENT A

CUPA
College and University Personnel Association
1233 Twentieth Street, NW, Suite 301
Washington, DC 20036-1250
Phone 202-429-0311 • FAX 202-429-0149

RECEIVED
NVCC PRESIDENT'S OFFICE
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MEMORANDUM

TO: **Dr. Richard J. Ernst, President**

FROM: Dodie Brown, Research Assistant

DATE: February 26, 1996

SUBJECT: 1995-96 Administrative Compensation Special Study Request

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We are pleased to provide you with these customized reports from our 1995-96 Administrative Compensation Survey database.

If you should have any questions regarding these reports or other services provided by CUPA, please do not hesitate to contact the CUPA National Office at (202) 429-0311, Ext. 373 or by writing to the address listed above.

50 Years of Excellence
50th Anniversary National Convention
October 6-9, 1996 • San Diego, CA

Administrative Compensation Survey

College and University Personnel Association

1995-96

Special Study Report

Special Study ID Number: 019A

Requesting Institution: Northern Virginia

Community College

Type: Salary Display with Mean, Median, Percentile and Quartile Data for Institutions with FTE < 1500

Date Delivered: February 26, 1996

NORTHERN VIRGINIA COMMUNITY COLLEGE - ID:019A - February 22,1996
CUPA Special Studies - 1995-96 Administrative Compensation Survey
Salary Data (as of 9/15/95) For Requested Institutions with FTE <1500

FICE	NAME OF INSTITUTION	STATE	STRUCTURE OF INSTITUTION	AFFILIATION	NCES CODE	NCES CODE
005749	Alabama Aviation and Technical College	AL	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
001901	Allen County Community College	KS	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
001119	Barstow Community College	CA	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
009941	Belmont Technical College	OH	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
011948	Black River Technical College	AR	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E04
001558	Brunswick College	GA	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
003176	Carl Albert State College	OK	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
008081	Carteret Community College	NC	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
008308	Cecil Community College	MD	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
005276	Central Maine Technical College	ME	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
011046	Central Ohio Technical College	OH	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
007289	Central Wyoming College	WY	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
002064	Charles County Community College	MD	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
004650	Chesapeake College	MD	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
003554	Clarendon College	TX	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
031004	Coconino County Community College	AZ	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
001910	Coffeyville Community College	KS	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
006789	Columbia-Greene Community College	NY	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
004996	Dabney S. Lancaster Community College	VA	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
002529	Dawson Community College	MT	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
005277	Eastern Maine Technical College	ME	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
003929	Eastern Wyoming College	WY	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
006777	Flathead Valley Community College	MT	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
001919	Garten City Community College	KS	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
006977	Great Basin College	NV	SYSTEM	PUBLIC	TWO-YEAR	E01
008083	Haywood Community College	NC	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
001681	Highland Community College	IL	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
001921	Highland Community College	KS	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
010039	Ivy Tech State College-Lafayette	IN	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
007275	Jefferson Technical College	OH	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
001614	Kauai Community College	HI	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
009826	Kennebec Valley Technical College	ME	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
001502	Lake-Sumter Community College	FL	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
009962	Luna Vocational-Technical Institute	NM	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
008988	Lurleen B. Wallace State Junior College	AL	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
002528	Miles Community College	MT	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
012860	Mississippi County Community College	AR	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
002295	Montcalm Community College	MI	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
009981	Morgan Community College	CO	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
008133	Muskingum Area Technical College	OH	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01

NORTHERN VIRGINIA COMMUNITY COLLEGE - ID:019A - February 22,1996
CUPA Special Studies - 1995-96 Administrative Compensation Survey
Salary Data (as of 9/15/95) For Requested Institutions with FTE <1500

FICE	NAME OF INSTITUTION	STATE	STRUCTURE OF INSTITUTION	AFFILIATION	NCES CODE	NCES CODE
001936	Neosho County Community College	KS	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
002658	New Mexico State University-Alamogordo	NM	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
011667	Northeast Community College	NE	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
005760	Northern Maine Technical College	ME	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
021661	Nunez Community College	LA	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
001104	Phillips County Community College	AR	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
009646	Piedmont Community College	NC	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
005707	Pines Technical College	AR	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
003829	Potomac State College of West Virginia University	WV	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
005461	Salem Community College	NJ	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
013176	South Arkansas Community College	AR	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
001592	South Georgia College	GA	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
012870	Southern State Community College	OH	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
009932	Texas State Technical College-Sweetwater	TX	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
006788	Tompkins-Cortland Community College	NY	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
WSH046	Washington County Technical College	ME	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
001176	West Hills Community College	CA	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
007950	West Shore Community College	MI	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
002560	Western Nebraska Community College	NE	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
003146	Western Oklahoma State College	OK	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
009322	Williamsburg Technical College	SC	SYSTEM	PUBLIC	TWO-YEAR	E01
010390	Windward Community College	HI	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01

Number of institutions available for analysis: 62

NORTHERN VIRGINIA COMMUNITY COLLEGE - ID:019A - February 22,1996
CUPA 1995-96 Administrative Compensation Survey Special Study
Salary Display with Mean, Median, Percentile and Quartile Data for Institutions with FTE < 1500

CUPA 1995-1996 ADCOMP SURVEY Positions	Mean Salary	Median Salary	20th %tile	25th %tile	40th %tile	60th %tile	75th %tile	80th %tile	Number of Cases
EXECUTIVE									
101.00 CEO/SYSTEM	*	*	*	*	*	*	*	*	2
101.10 Asst to CEO,System	*	*	*	*	*	*	*	*	1
102.00 CEO,Single Inst	$81,926	$83,801	$72,280	$73,917	$80,202	$84,379	$89,429	$90,000	59
102.10 Asst to CEO,Single	$36,351	$35,500	$26,388	$26,776	$32,269	$38,207	$44,000	$46,138	15
103.00 Exec Vice Pres	$62,430	$59,256	$48,281	$48,281	$56,146	$62,367	$72,206	$72,206	6
ACADEMIC									
201.00 Chief Acad Off	$62,565	$63,440	$54,600	$55,000	$60,000	$65,815	$68,640	$70,000	47
201.10 Assc Chief Acad Off	$46,485	$43,221	$40,128	$40,128	$43,000	$49,513	$56,650	$56,650	7
202.00 Chf Hlth Prof Off	*	*	*	*	*	*	*	*	1
203.00 Dir Library Serv	$42,603	$40,895	$34,812	$36,704	$39,991	$42,166	$48,621	$51,520	38
203.20 Acquistns Librarian	$32,581	$35,572	$28,420	$28,420	$29,957	$36,500	$38,160	$38,160	7
203.30 Chf Tech Serv Librn	$33,187	$31,228	$27,446	$27,543	$30,383	$31,721	$32,443	$33,776	10
203.40 Chf Public Serv Librn	$35,942	$36,099	$30,236	$30,236	$34,705	$37,494	$39,648	$39,648	6
203.50 Reference Librarian	$29,376	$31,659	$25,336	$25,468	$31,000	$32,319	$33,814	$35,000	8
203.60 Catalog Librarians	$25,373	$26,585	$13,043	$18,022	$23,000	$30,169	$32,724	$35,278	4
204.00 Dir Instit Research	$42,239	$42,172	$34,000	$35,098	$39,040	$46,073	$49,863	$50,676	24
205.00 Dir Educ Media Serv	$35,261	$33,504	$29,638	$30,228	$31,957	$33,539	$43,439	$43,440	9
206.00 Dir Learning Res Ctr	$41,635	$39,967	$32,367	$32,902	$37,693	$43,008	$46,850	$47,328	16
208.00 Dir Academic Computing	$39,145	$40,197	$36,398	$36,398	$37,522	$42,872	$43,895	$43,895	6
208.10 Assc Dir Academic Computing	*	*	*	*	*	*	*	*	3
209.00 Admn Grants,Contract	*	*	*	*	*	*	*	*	2
213.00 Dean,Arts & Sciences	$58,349	$58,200	$48,000	$55,006	$55,290	$58,580	$60,552	$65,742	9
214.00 Dean,Business	$50,155	$48,000	$43,313	$43,776	$47,472	$48,073	$51,433	$58,049	13
215.00 Dean,Communications	*	*	*	*	*	*	*	*	3
216.00 Dean,Continuing Ed	$46,070	$44,823	$30,000	$31,590	$40,516	$50,975	$59,627	$61,514	14
218.00 Dean,Education	*	*	*	*	*	*	*	*	2
219.00 Dean,Engineering	$48,459	$45,450	$42,936	$43,968	$45,000	$45,900	$52,950	$60,000	4
221.00 Dean,Extension	*	*	*	*	*	*	*	*	1
222.00 Dean,Fine Arts	*	*	*	*	*	*	*	*	1
224.00 Dean,Hlth-Rltd Prof	$50,390	$49,763	$47,160	$47,160	$48,092	$51,433	$54,288	$54,288	6
226.00 Dean,Humanities	$49,888	$51,376	$38,000	$43,219	$48,438	$54,315	$56,557	$58,798	4
227.00 Dean,Instruction	$57,268	$56,028	$53,016	$53,016	$53,016	$59,041	$61,520	$64,000	4
229.00 Dean,Lib & Inf Sci	*	*	*	*	*	*	*	*	1
230.00 Dean,Mathematics	*	*	*	*	*	*	*	*	2
233.00 Dean,Nursing	$49,430	$49,278	$45,612	$45,771	$47,892	$49,440	$51,231	$53,250	13
234.00 Dean,Occ Std,Voc Ed	$53,594	$53,412	$47,383	$48,218	$51,294	$56,000	$58,580	$60,000	13
237.00 Dean,Sciences	$51,618	$47,553	$47,156	$47,300	$47,427	$52,111	$56,670	$58,113	5
238.00 Dean,Social Sciences	*	*	*	*	*	*	*	*	1
240.00 Dean,Special Programs	$50,355	$52,848	$35,507	$41,753	$48,000	$57,696	$58,956	$60,216	4
243.00 Dir Continuing Educ	$43,053	$42,464	$35,000	$35,000	$40,024	$44,408	$49,705	$50,000	23

* denotes 3 or less cases

(continued)

NORTHERN VIRGINIA COMMUNITY COLLEGE - ID:019A - February 22,1996
CUPA 1995-96 Administrative Compensation Survey Special Study
Salary Display with Mean, Median, Percentile and Quartile Data for Institutions with FTE < 1500

CUPA 1995-1996 ADCOMP SURVEY Positions	Mean Salary	Median Salary	20th %tile	25th %tile	40th %tile	60th %tile	75th %tile	80th %tile	Number of Cases
ADMINISTRATIVE									
301.00 Chief Business Off	$56,286	$58,000	$47,200	$47,682	$54,264	$59,747	$64,487	$64,835	51
301.01 Chief Admin Off	$55,530	$58,522	$44,305	$50,336	$54,429	$60,339	$62,156	$65,259	5
301.02 Chief Financial Off	$51,437	$51,089	$43,745	$45,254	$48,239	$52,500	$60,000	$62,000	13
301.20 Dir Telecommunications/Networking	*	*	*	*	*	*	*	*	1
302.00 Chief Planning Off	*	*	*	*	*	*	*	*	3
303.00 Chief Budgeting Off	$36,796	$32,044	$30,436	$31,873	$31,958	$34,794	$37,545	$45,532	5
303.10 Assc Budget Dir	*	*	*	*	*	*	*	*	1
306.00 Chf Personnel,HR Off	$38,857	$35,209	$30,981	$31,976	$34,233	$42,000	$45,300	$45,756	23
306.10 Assc Dir Pers,HR	*	*	*	*	*	*	*	*	3
306.20 Manager Benefits	*	*	*	*	*	*	*	*	2
306.60 Manager Employment	*	*	*	*	*	*	*	*	1
306.80 Mgr Personnel Inf Sys	*	*	*	*	*	*	*	*	1
307.00 Dir AA,EEO	*	*	*	*	*	*	*	*	3
308.00 Dir Pers-AA	$33,806	$27,558	$25,089	$25,355	$26,457	$35,705	$43,852	$45,646	5
309.00 Chief Inform Sys Off	$41,942	$42,765	$36,516	$36,774	$38,724	$44,436	$45,531	$50,147	24
309.10 Assc Dir Information Systems	$29,949	$29,112	$23,256	$23,256	$25,775	$32,448	$35,215	$35,215	6
309.20 Data Base Admin	*	*	*	*	*	*	*	*	2
309.30 Sys Analyst I-Hi	$33,641	$32,789	$28,600	$29,597	$31,825	$34,144	$37,806	$37,848	12
309.50 Prog Analyst I-Hi	$29,592	$30,845	$24,422	$24,572	$30,361	$31,003	$31,658	$32,602	10
310.00 Dir Administrative Computing	$40,734	$38,820	$38,004	$38,004	$38,406	$42,012	$44,687	$44,687	11
310.10 Assc Dir Administrative Computing	*	*	*	*	*	*	*	*	1
312.00 Chf Phys Plnt,Fac	$38,480	$37,479	$30,661	$31,644	$34,770	$38,261	$45,311	$46,725	36
312.10 Assc Dir Phys Plnt	$31,851	$31,390	$24,601	$24,601	$30,202	$32,000	$36,607	$36,607	11
312.20 Mgr Landscape,Grnds	$27,107	$26,738	$18,686	$19,383	$26,073	$27,403	$33,973	$37,848	8
312.30 Mgr Bldg Mnt Trades	$29,459	$30,028	$25,261	$25,261	$25,778	$34,278	$34,344	$34,344	6
312.40 Mgr Tech Trades	*	*	*	*	*	*	*	*	1
312.50 Mgr Custodial Srv	$24,693	$21,983	$21,333	$21,525	$21,862	$24,869	$27,040	$29,488	14
313.00 Comptroller	$37,642	$38,000	$34,155	$35,419	$37,190	$38,759	$41,270	$41,950	15
313.10 Manager Payroll	$25,975	$25,663	$21,022	$21,941	$24,424	$27,183	$28,351	$29,299	12
314.00 Dir Accounting	$33,375	$33,288	$31,000	$31,000	$33,109	$33,595	$38,212	$38,212	11
314.10 Staff Accountant-Hi	$28,432	$28,678	$23,974	$24,295	$26,590	$29,373	$31,877	$32,938	15
315.00 Bursar	*	*	*	*	*	*	*	*	2
315.10 Assc Bursar	*	*	*	*	*	*	*	*	2
316.00 Dir Purchasing	$30,855	$29,989	$22,300	$23,975	$28,580	$31,276	$34,226	$41,070	14
316.10 Assc Dir Purchasing	*	*	*	*	*	*	*	*	3
317.00 Dir Bookstore	$24,415	$24,588	$17,680	$19,156	$23,112	$26,484	$30,768	$30,846	23
317.10 Assc Dir Bookstore	$20,566	$19,392	$17,016	$18,600	$18,996	$21,400	$23,408	$24,704	5

* denotes 3 or less cases

(continued)

NORTHERN VIRGINIA COMMUNITY COLLEGE - ID:019A - February 22,1996
CUPA 1995-96 Administrative Compensation Survey Special Study
Salary Display with Mean, Median, Percentile and Quartile Data for Institutions with FTE < 1500

CUPA 1995-1996 ADCOMP SURVEY Positions	Mean Salary	Median Salary	20th %tile	25th %tile	40th %tile	60th %tile	75th %tile	80th %tile	Number of Cases
319.00 Dir Aux Services	*	*	*	*	*	*	*	*	3
319.10 Mgr Mail Services	$18,873	$18,681	$15,288	$15,444	$15,600	$21,761	$22,303	$22,844	4
320.00 Dir Campus Security	$28,576	$31,610	$22,933	$24,247	$31,219	$32,000	$32,955	$32,986	8
EXTERNAL AFFAIRS									
401.00 Chief Developmnt Off	$40,450	$40,180	$31,800	$32,493	$40,000	$42,505	$44,905	$46,000	14
401.10 Dir Annual Giving	*	*	*	*	*	*	*	*	1
401.20 Dir Corp,Fndtn Rel	*	*	*	*	*	*	*	*	3
401.30 Coord Res Dev	*	*	*	*	*	*	*	*	1
402.00 Chf Public Rel Off	$31,798	$31,180	$27,756	$29,049	$30,526	$32,316	$33,859	$34,800	13
403.00 Chf Dev,Pub Rel Off	$41,935	$40,873	$32,393	$34,613	$36,832	$44,914	$49,257	$53,600	4
405.00 Dir Dev,Alumni Aff	*	*	*	*	*	*	*	*	3
408.00 Dir Community Serv	$37,257	$35,346	$22,426	$27,229	$33,000	$37,691	$48,246	$50,484	8
409.00 Dir Publications	*	*	*	*	*	*	*	*	2
409.20 Mgr Printing Srv	*	*	*	*	*	*	*	*	2
410.00 Dir Info Office	$31,631	$30,312	$26,004	$26,209	$29,637	$30,529	$36,396	$37,908	13
STUDENT SERVICES									
501.00 Chf Student Aff Off	$53,349	$52,812	$45,901	$48,878	$50,564	$54,701	$57,140	$59,590	40
501.10 Assc Chf Stud Aff Off	$44,958	$41,992	$38,429	$39,998	$41,568	$42,416	$49,917	$57,418	4
501.50 Dean of Students	$53,480	$52,640	$46,900	$47,174	$49,318	$53,571	$58,680	$60,097	15
502.00 Chief Admissions Off	$35,750	$35,300	$28,840	$28,885	$34,177	$39,122	$40,164	$41,872	21
502.10 Assc Dir Admissions	$31,493	$32,402	$26,794	$28,789	$30,785	$34,020	$34,195	$34,371	4
502.20 Admissions Counselor	$35,278	$34,738	$29,208	$29,282	$29,889	$37,522	$40,721	$41,031	12
502.30 Academic Advisor	$34,922	$33,605	$25,632	$26,464	$28,732	$38,479	$43,669	$46,169	8
503.00 Dir Adm & Registrar	$41,590	$42,500	$36,255	$36,720	$39,777	$44,210	$46,740	$46,870	15
504.00 Registrar	$35,344	$34,329	$27,840	$28,479	$30,964	$37,200	$41,000	$41,436	27
504.10 Assc Registrar	$22,872	$23,034	$20,069	$20,535	$21,000	$25,068	$25,209	$25,350	4
504.20 Asst Registrar	*	*	*	*	*	*	*	*	3
505.00 Dir Adm,Fin Aid	*	*	*	*	*	*	*	*	3
506.00 Dir Student Fin Aid	$34,819	$34,134	$28,065	$29,542	$31,536	$35,595	$39,045	$40,035	44
506.10 Assc Dir Std Fin Aid	$26,195	$25,801	$21,482	$22,164	$24,224	$26,314	$28,000	$28,062	10
507.00 Dir Food Services	$23,302	$24,224	$18,250	$21,224	$22,724	$25,331	$26,437	$27,894	5
508.00 Dir Student Housing	$24,106	$25,808	$20,016	$21,000	$25,129	$26,897	$26,908	$28,124	9
508.30 Housing Off,Res Life	$25,447	$26,662	$17,500	$21,350	$25,200	$28,124	$29,544	$30,964	4
509.00 Dir Union,Std Act	*	*	*	*	*	*	*	*	1
510.00 Dir Foreign Students	*	*	*	*	*	*	*	*	1
512.00 Dir Std Activities	$28,071	$25,762	$21,493	$22,985	$23,578	$27,635	$28,912	$34,196	10
513.00 Dir Career Dev-Plcmt	$35,909	$35,268	$29,250	$30,000	$33,043	$38,152	$43,224	$45,000	21
514.00 Dir Std Counseling	$40,034	$38,437	$33,015	$34,548	$36,133	$41,000	$41,900	$42,957	17
514.10 Assc Dir Std Cnslg	$35,327	$35,900	$32,676	$35,808	$35,854	$36,796	$37,692	$37,692	5
515.00 Dir Std Hlth-Physicn	*	*	*	*	*	*	*	*	1
516.00 Dir Std Hlth-Nurse	*	*	*	*	*	*	*	*	1
518.00 Dir Athletics	$41,407	$39,800	$31,116	$31,311	$37,301	$42,746	$47,266	$50,089	15

* denotes 3 or less cases

(continued)

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NORTHERN VIRGINIA COMMUNITY COLLEGE - ID:019A - February 22,1996
CUPA 1995-96 Administrative Compensation Survey Special Study
Salary Display with Mean, Median, Percentile and Quartile Data for Institutions with FTE < 1500

CUPA 1995-1996 ADCOMP SURVEY Positions	Mean Salary	Median Salary	20th %tile	25th %tile	40th %tile	60th %tile	75th %tile	80th %tile	Number of Cases
521.00 Dir Athletics,Women	*	*	*	*	*	*	*	*	1
522.00 Dir Campus Rec	*	*	*	*	*	*	*	*	2
523.00 Chief Enrollment Mgmt	$38,877	$40,495	$30,000	$35,202	$40,404	$40,587	$42,551	$44,515	4
524.00 Dir Minority Affairs	$26,451	$27,371	$20,064	$22,368	$24,671	$30,071	$30,535	$31,000	4
525.00 Dir Conferences	*	*	*	*	*	*	*	*	3

* denotes 3 or less cases

Administrative

College and University

Compensation

Personnel Association

Survey

1995-96

Special Study Report

Special Study ID Number: 020A

Requesting Institution: Northern Virginia

Community College

Type: Salary Data for Institutions with FTE = > 1500 anf FTE <=2499

Date Delivered: February 26, 1996

NORTHERN VIRGINIA COMMUNITY COLLEGE - ID:020A - February 23,1996
CUPA Special Studies - 1995-96 Administrative Compensation Survey
Salary Data (as of 9/15/95) For Institutions with FTE =>1500 and FTE <=2499

FICE	NAME OF INSTITUTION	STATE	STRUCTURE OF INSTITUTION	AFFILIATION	NCES CODE	NCES CODE
002057	Allegany Community College	MD	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
012165	Atlanta Metropolitan College	GA	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
002240	Bay de Noc Community College	MI	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
003995	Central Carolina Technical College	SC	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
003188	Central Oregon Community College	OR	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
004988	Central Virginia Community College	VA	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
003772	Centralia College	WA	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
004852	Clark State Community College	OH	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
003999	Cleveland State Community College	TN	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
004743	Clovis Community College	NM	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
001072	Cochise College	AZ	MAIN CAMPUS	PUBLIC	TWO-YEAR	E01
003676	College of Eastern Utah	UT	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
029367	Community College of Aurora	CO	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
006807	Community College of Beaver County	PA	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
009935	Dundalk Community College	MD	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
006835	Dyersburg State Community College	TN	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
008862	East Central College	MO	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
002070	Essex Community College	MD	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
003990	Florence Darlington Technical College	SC	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
001567	Gainesville College	GA	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
010883	Gateway Technical College	WI	SYSTEM	PUBLIC	TWO-YEAR	E01
003779	Grays Harbor College	WA	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
005258	Hawaii Community College	HI	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
004788	Herkimer County Community College	NY	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
004925	Horry-Georgetown Technical College	SC	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
003574	Howard County Junior College District	TX	MAIN CAMPUS	PUBLIC	TWO-YEAR	E01
009926	Ivy Tech State College-Northeast	IN	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
004937	Jackson State Community College	TN	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
002870	Jefferson Community College	NY	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
003054	Kent State University-Stark Campus	OH	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
007171	Kirtland Community College	MI	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
001930	Labette Community College	KS	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
001501	Lake City Community College	FL	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
002940	Lenoir Community College	NC	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
010027	Lima Technical College	OH	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
002011	Louisiana State University-Alexandria	LA	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
002012	Louisiana State University-Eunice	LA	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
003782	Lower Columbia College	WA	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
009139	Maple Woods Community College	MO	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
001615	Maui Community College	HI	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
007691	McHenry County College	IL	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
001581	Middle Georgia College	GA	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
011864	Mohave Community College	AZ	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
002294	Monroe County Community College	MI	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
001728	Morton College	IL	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
006836	Motlow State Community College	TN	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
009629	Mountain Empire Community College	VA	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
005313	North Central Technical College	OH	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01

NORTHERN VIRGINIA COMMUNITY COLLEGE - ID:020A - February 23,1996
CUPA Special Studies - 1995-96 Administrative Compensation Survey
Salary Data (as of 9/15/95) For Institutions with FTE =>1500 and FTE <=2499

FICE	NAME OF INSTITUTION	STATE	STRUCTURE OF INSTITUTION	AFFILIATION	NCES CODE	NCES CODE
002996	North Dakota State College of Science	ND	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
001877	North Iowa Area Community College	IA	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
029260	Northeast State Technical Community College	TN	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E04
001361	Northeastern Junior College	CO	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
003930	Northern Wyoming Community College District	WY	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
011862	Northland Pioneer College	AZ	MAIN CAMPUS	PUBLIC	TWO-YEAR	E01
003171	Oklahoma State University-Oklahoma City	OK	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
006815	Orangeburg-Calhoun Technical College	SC	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
003601	Paris Junior College	TX	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
009928	Piedmont Virginia Community College	VA	SYSTEM	PUBLIC	TWO-YEAR	E01
029166	Pueblo Community College	CO	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
010879	Richland Community College	IL	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
002310	Saint Clair County Community College	MI	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
001523	Saint Johns River Community College	FL	SYSTEM	PUBLIC	TWO-YEAR	E01
002660	San Juan College	NM	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
003679	Snow College	UT	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
008740	Southeastern Community College	IA	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
005525	Southern Maine Technical College	ME	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
003220	Southwestern Oregon Community College	OR	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
003994	Spartanburg Technical College	SC	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
009910	Technical College of the Lowcountry	SC	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
008278	Terra Community College	OH	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
004713	Three Rivers Community College	MO	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
009765	Three Rivers Community Technical College	CT	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E04
002880	Ulster County Community College	NY	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
003801	Wenatchee Valley College	WA	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
010363	Western Nevada Community College	NV	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
002982	Western Piedmont Community College	NC	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01

Number of institutions available for analysis: 76

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CUPA 1995-96 Administrative Compensation Survey Special Study
Salary Display with Mean, Median, Percentile and Quartile Data for Institutions with FTE => 1500 and FTE <= 2499

CUPA 1995-1996 ADCOMP SURVEY Positions	Mean Salary	Median Salary	20th %tile	25th %tile	40th %tile	60th %tile	75th %tile	80th %tile	Number of Cases
EXECUTIVE									
101.00 CEO/SYSTEM	$102,147	$98,286	$87,617	$92,809	$98,000	$98,572	$111,486	$124,400	4
101.10 Asst to CEO,System	*	*	*	*	*	*	*	*	2
102.00 CEO,Single Inst	$91,767	$94,000	$79,455	$83,288	$90,150	$95,223	$99,000	$100,000	71
102.10 Asst to CEO,Single	$47,177	$49,773	$30,189	$30,293	$41,604	$50,134	$54,432	$57,400	21
103.00 Exec Vice Pres	$73,504	$73,419	$63,252	$67,291	$72,848	$73,990	$78,732	$79,123	8
ACADEMIC									
201.00 Chief Acad Off	$68,471	$67,487	$63,176	$63,877	$66,175	$70,140	$71,860	$72,996	66
201.10 Assc Chief Acad Off	$51,032	$49,456	$37,293	$37,293	$47,565	$49,555	$63,600	$63,600	11
202.00 Chf Hlth Prof Off	*	*	*	*	*	*	*	*	2
203.00 Dir Library Serv	$46,326	$45,042	$39,500	$40,306	$43,432	$47,798	$51,879	$53,822	51
203.20 Acquistns Librarian	$35,212	$32,184	$26,013	$28,050	$30,117	$37,036	$41,888	$45,926	5
203.30 Chf Tech Serv Librn	$34,262	$33,920	$29,072	$29,209	$31,799	$35,990	$38,259	$40,432	17
203.40 Chf Public Serv Librn	$33,940	$30,060	$27,391	$27,960	$28,983	$31,116	$33,000	$33,437	10
203.50 Reference Librarian	$38,927	$38,408	$27,956	$30,446	$35,000	$43,624	$48,907	$48,934	22
203.60 Catalog Librarians	$36,290	$34,049	$29,640	$29,694	$29,748	$38,349	$42,887	$47,424	4
204.00 Dir Instit Research	$45,141	$42,163	$34,320	$35,838	$41,079	$49,967	$53,883	$55,370	28
204.10 Assc Dir Inst Res	*	*	*	*	*	*	*	*	2
205.00 Dir Educ Media Serv	$35,248	$33,515	$29,301	$31,682	$32,137	$35,749	$37,000	$38,866	17
206.00 Dir Learning Res Ctr	$47,775	$45,571	$41,411	$41,863	$43,564	$48,533	$51,042	$51,360	22
207.00 Dir Internatl Educ	*	*	*	*	*	*	*	*	1
208.00 Dir Academic Computing	$40,498	$38,544	$32,943	$33,969	$36,971	$39,984	$41,655	$46,189	10
208.10 Assc Dir Academic Computing	$36,318	$38,549	$25,196	$30,057	$34,918	$42,180	$42,579	$42,977	4
209.00 Admn Grants,Contract	$36,881	$36,831	$30,240	$30,240	$36,222	$37,440	$45,024	$45,024	6
211.00 Dean,Agriculture	$51,835	$52,370	$48,000	$49,211	$50,422	$54,319	$54,459	$54,600	4
212.00 Dean,Arts & Letters	$54,785	$56,032	$49,214	$52,523	$55,833	$56,232	$57,046	$57,861	4
213.00 Dean,Arts & Sciences	$50,706	$50,232	$44,741	$46,196	$49,496	$51,580	$53,673	$53,917	20
214.00 Dean,Business	$50,831	$50,166	$44,199	$44,250	$49,533	$51,333	$57,285	$57,647	31
215.00 Dean,Communications	*	*	*	*	*	*	*	*	2
216.00 Dean,Continuing Ed	$54,081	$53,560	$46,212	$47,868	$52,870	$55,278	$59,658	$60,180	31
218.00 Dean,Education	*	*	*	*	*	*	*	*	2
219.00 Dean,Engineering	$57,429	$57,297	$50,621	$52,521	$54,821	$59,772	$61,117	$61,807	8
221.00 Dean,Extension	$56,135	$54,762	$49,976	$50,998	$53,947	$55,577	$61,258	$63,600	8
222.00 Dean,Fine Arts	*	*	*	*	*	*	*	*	3
224.00 Dean,Hlth-Rltd Prof	$52,288	$52,406	$44,861	$45,960	$49,987	$53,929	$56,037	$58,690	20
226.00 Dean,Humanities	$54,274	$53,898	$47,468	$50,193	$52,909	$55,790	$56,547	$56,957	14
227.00 Dean,Instruction	$62,677	$62,130	$58,300	$59,969	$61,050	$63,273	$64,417	$67,328	5
228.00 Dean,Law	*	*	*	*	*	*	*	*	1
229.00 Dean,Lib & Inf Sci	$52,623	$53,000	$45,528	$46,608	$49,804	$53,999	$54,998	$59,531	5
230.00 Dean,Mathematics	*	*	*	*	*	*	*	*	3
233.00 Dean,Nursing	$53,591	$54,850	$47,842	$50,497	$51,396	$55,094	$56,258	$57,341	13

* denotes 3 or less cases

(continued)

NORTHERN VIRGINIA COMMUNITY COLLEGE - ID:020A - February 22,1996
CUPA 1995-96 Administrative Compensation Survey Special Study
Salary Display with Mean, Median, Percentile and Quartile Data for Institutions with FTE => 1500 and FTE <= 2499

CUPA 1995-1996 ADCOMP SURVEY Positions	Mean Salary	Median Salary	20th %tile	25th %tile	40th %tile	60th %tile	75th %tile	80th %tile	Number of Cases
312.20 Mgr Landscape,Grnds	$25,383	$25,408	$21,500	$21,500	$23,727	$26,384	$29,481	$29,481	11
312.30 Mgr Bldg Mnt Trades	$29,656	$32,021	$21,420	$25,150	$31,175	$32,868	$34,691	$36,454	8
312.40 Mgr Tech Trades	*	*	*	*	*	*	*	*	2
312.50 Mgr Custodial Srv	$25,821	$24,150	$22,142	$22,320	$23,575	$26,384	$27,500	$27,612	17
312.60 Mgr Power Plant	*	*	*	*	*	*	*	*	1
313.00 Comptroller	$47,253	$46,322	$38,000	$40,800	$43,028	$49,542	$51,207	$51,897	26
313.10 Manager Payroll	$30,782	$29,224	$23,835	$25,310	$28,615	$30,623	$34,329	$35,506	12
314.00 Dir Accounting	$40,347	$38,940	$30,097	$30,218	$35,455	$41,683	$46,200	$49,926	19
314.10 Staff Accountant-Hi	$31,841	$29,440	$28,027	$28,053	$28,847	$31,472	$37,447	$38,277	15
315.00 Bursar	$35,087	$33,000	$28,891	$28,891	$32,131	$35,437	$36,777	$36,777	7
315.10 Assc Bursar	*	*	*	*	*	*	*	*	1
316.00 Dir Purchasing	$36,468	$35,405	$28,621	$29,997	$32,787	$38,162	$40,000	$44,385	30
316.10 Assc Dir Purchasing	$27,405	$27,906	$26,727	$26,727	$27,812	$28,000	$28,935	$28,935	6
317.00 Dir Bookstore	$29,716	$29,289	$25,334	$25,840	$27,410	$30,008	$33,117	$34,700	28
317.10 Assc Dir Bookstore	$25,454	$23,032	$16,878	$16,878	$22,812	$28,128	$32,280	$32,280	7
318.00 Dir Internal Audit	$36,488	$36,960	$31,620	$31,620	$35,940	$37,980	$39,750	$39,750	6
319.00 Dir Aux Services	$40,169	$39,832	$27,404	$31,552	$36,400	$43,265	$47,553	$48,352	8
319.10 Mgr Mail Services	$22,189	$20,087	$19,660	$19,660	$19,846	$20,328	$21,672	$21,672	6
320.00 Dir Campus Security	$29,793	$28,020	$22,869	$23,052	$25,520	$29,698	$35,772	$37,272	19
EXTERNAL AFFAIRS									
401.00 Chief Developmnt Off	$48,560	$47,980	$37,823	$40,806	$46,549	$50,230	$55,618	$56,851	28
401.20 Dir Corp,Fndtn Rel	$38,612	$37,378	$30,866	$32,280	$33,878	$37,916	$47,703	$48,872	9
401.30 Coord Res Dev	*	*	*	*	*	*	*	*	1
402.00 Chf Public Rel Off	$40,617	$39,423	$31,450	$31,553	$34,033	$43,000	$45,692	$47,470	31
403.00 Chf Dev,Pub Rel Off	*	*	*	*	*	*	*	*	3
404.00 Dir Alumni Affairs	*	*	*	*	*	*	*	*	3
405.00 Dir Dev,Alumni Aff	$41,180	$40,903	$27,444	$33,784	$40,124	$41,681	$48,577	$55,472	4
406.00 Dir Major Gifts	*	*	*	*	*	*	*	*	1
408.00 Dir Community Serv	$51,097	$45,044	$36,420	$39,075	$44,136	$49,125	$56,592	$67,706	13
409.00 Dir Publications	$30,717	$30,006	$23,497	$23,497	$27,588	$32,424	$36,255	$36,255	6
409.10 Assc Dir Publicatns	*	*	*	*	*	*	*	*	2
409.20 Mgr Printing Srv	$29,478	$28,568	$25,457	$25,729	$26,767	$30,700	$33,719	$35,892	12
410.00 Dir Info Office	$36,424	$33,654	$30,500	$30,900	$32,664	$36,704	$39,200	$40,584	18
STUDENT SERVICES									
501.00 Chf Student Aff Off	$60,651	$59,899	$51,726	$55,818	$57,420	$64,010	$67,000	$67,923	55
501.10 Assc Chf Stud Aff Off	*	*	*	*	*	*	*	*	1
501.50 Dean of Students	$55,200	$55,212	$48,735	$50,004	$54,932	$57,000	$59,487	$61,300	13
502.00 Chief Admissions Off	$44,586	$42,476	$35,546	$36,160	$41,475	$46,816	$53,737	$55,471	28
502.10 Assc Dir Admissions	$32,518	$30,779	$20,613	$24,469	$29,997	$31,560	$34,502	$37,000	8
502.20 Admissions Counselor	$31,114	$28,671	$24,889	$25,904	$27,500	$30,658	$35,725	$37,188	22
502.30 Academic Advisor	$31,989	$30,682	$26,796	$28,124	$29,744	$34,249	$34,894	$35,000	14
503.00 Dir Adm & Registrar	$45,509	$45,000	$39,140	$39,944	$43,300	$45,615	$51,850	$54,952	33

* denotes 3 or less cases

(continued)

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NORTHERN VIRGINIA COMMUNITY COLLEGE - ID:020A - February 22,1996
CUPA 1995-96 Administrative Compensation Survey Special Study
Salary Display with Mean, Median, Percentile and Quartile Data for Institutions with FTE => 1500 and FTE <= 2499

CUPA 1995-1996 ADCOMP SURVEY Positions	Mean Salary	Median Salary	20th %tile	25th %tile	40th %tile	60th %tile	75th %tile	80th %tile	Number of Cases
504.00 Registrar	$42,981	$44,500	$31,044	$32,721	$35,677	$46,109	$50,922	$52,244	34
504.10 Assc Registrar	$33,722	$30,843	$28,610	$28,610	$28,728	$32,958	$38,260	$38,260	6
504.20 Asst Registrar	$31,451	$27,292	$24,780	$24,780	$25,086	$38,391	$41,474	$41,474	7
505.00 Dir Adm,Fin Aid	*	*	*	*	*	*	*	*	2
506.00 Dir Student Fin Aid	$41,683	$40,078	$35,974	$36,624	$39,115	$42,482	$47,772	$48,052	67
506.10 Assc Dir Std Fin Aid	$31,241	$30,602	$23,492	$23,582	$26,678	$31,558	$33,986	$37,744	17
507.00 Dir Food Services	$33,738	$33,927	$25,592	$25,592	$33,781	$34,463	$43,700	$43,700	11
507.10 Assc Dir Food Serv	*	*	*	*	*	*	*	*	2
508.00 Dir Student Housing	$35,411	$34,332	$29,825	$29,825	$33,405	$35,772	$42,294	$42,294	7
508.30 Housing Off,Res Life	*	*	*	*	*	*	*	*	3
509.00 Dir Union,Std Act	$32,474	$30,512	$27,738	$28,920	$29,716	$30,779	$31,045	$38,191	5
510.00 Dir Foreign Students	*	*	*	*	*	*	*	*	2
511.00 Dir Student Union	*	*	*	*	*	*	*	*	1
512.00 Dir Std Activities	$35,476	$35,609	$25,600	$26,834	$32,343	$37,000	$41,628	$44,625	28
513.00 Dir Career Dev-Plcmt	$38,164	$36,262	$30,699	$31,418	$35,160	$38,003	$43,976	$44,722	30
514.00 Dir Std Counseling	$41,895	$40,331	$33,113	$34,219	$36,731	$43,935	$46,439	$47,378	32
514.10 Assc Dir Std Cnslg	*	*	*	*	*	*	*	*	3
516.00 Dir Std Hlth-Nurse	$29,478	$28,210	$24,011	$24,333	$26,272	$30,838	$33,465	$35,579	5
518.00 Dir Athletics	$45,309	$45,228	$37,355	$40,439	$44,058	$46,894	$48,124	$49,136	20
519.00 Dir Sports Info	*	*	*	*	*	*	*	*	1
522.00 Dir Campus Rec	$29,720	$29,050	$24,670	$26,340	$27,695	$30,925	$32,800	$35,106	5
523.00 Chief Enrollment Mgmt	$42,746	$40,403	$36,195	$36,195	$38,806	$42,000	$53,756	$53,756	6
524.00 Dir Minority Affairs	$39,772	$41,321	$33,075	$33,075	$40,018	$42,400	$43,019	$43,019	7
525.00 Dir Conferences	$34,329	$32,285	$30,168	$31,084	$32,000	$32,570	$37,574	$42,577	4

* denotes 3 or less case

Administrative

College and University

Compensation

Personnel Association

Survey

1995-96

Special Study Report

Special Study ID Number: 021A

Requesting Institution: Northern Virginia Community College

Type: Salary Data for Institutions with FTE =>2500 and FTE <=4999

Date Delivered: February 26, 1996

NORTHERN VIRGINIA COMMUNITY COLLEGE - ID:021A - February 23,1996
CUPA Special Studies - 1995-96 Administrative Compensation Survey
Salary Data (as of 9/15/95) For Institutions with FTE =>2500 and FTE <=4999

FICE	NAME OF INSTITUTION	STATE	STRUCTURE OF INSTITUTION	AFFILIATION	NCES CODE	NCES CODE
007582	Aims Community College	CO	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
003540	Amarillo College	TX	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
002058	Anne Arundel Community College	MD	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
001346	Arapahoe Community College	CO	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E04
001071	Arizona Western College	AZ	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
008404	Brookdale Community College	NJ	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
002862	Broome Community College	NY	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
003928	Casper College	WY	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
005318	Catawba Valley Community College	NC	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
007283	Central Arizona College	AZ	MAIN CAMPUS	PUBLIC	TWO-YEAR	E01
020995	Central Community College	NE	SYSTEM	PUBLIC	TWO-YEAR	E01
003998	Chattanooga State Technical Community College	TN	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
008976	Clayton State College	GA	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
009007	Colorado Mountain College	CO	SYSTEM	PUBLIC	TWO-YEAR	E01
009542	Community College of Denver	CO	SYSTEM	PUBLIC	TWO-YEAR	E01
002402	Copiah-Lincoln Community College	MS	MAIN CAMPUS	PUBLIC	TWO-YEAR	E01
002863	Corning Community College	NY	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
003671	Dixie College	UT	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
001477	Edison Community College	FL	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
001675	Elgin Community College	IL	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
001017	Gadsden State Community College	AL	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
006782	Genesee Community College	NU	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
006901	Gloucester County College	NJ	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
004595	Hawkeye Community College	IA	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
001612	Honolulu Community College	HI	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
012954	Hudson County Community College	NJ	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
007102	Jefferson College	MO	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
002411	Jones County Junior College	MS	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
001613	Kapiolani Community College	HI	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
001701	Kaskaskia College	IL	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
006804	Lakeland Community College	OH	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
006774	Lakewood Community College	MN	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
009259	Laramie County Community College	WY	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
004549	Leeward Community College	HI	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
006810	Lehigh Carbon Community College	PA	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
007170	Lincoln Land Community College	IL	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
009140	Longview Community College	MO	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
003068	Lorain County Community College	OH	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
002413	Meridian Community College	MS	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
009797	Midland College	TX	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
002362	Minneapolis Community College	MN	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
002871	Mohawk Valley Community College	NY	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01

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NORTHERN VIRGINIA COMMUNITY COLLEGE - ID:021A - February 23,1996
CUPA Special Studies - 1995-96 Administrative Compensation Survey
Salary Data (as of 9/15/95) For Institutions with FTE =>2500 and FTE <=4999

FICE	NAME OF INSTITUTION	STATE	STRUCTURE OF INSTITUTION	AFFILIATION	NCES CODE	NCES CODE
008145	Nashville State Technical Institute	TN	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
012261	North Arkansas Community College	AR	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
002173	North Shore Community College	MA	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
007191	Northampton Community College	PA	SYSTEM	PUBLIC	TWO-YEAR	E01
002174	Northern Essex Community College	MA	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
003931	Northwest College	WY	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
002302	Northwestern Michigan College	MI	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
001510	Okaloosa-Walton Community College	FL	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
003784	Olympic College	WA	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
012693	Pellissippi State Technical Community College	TN	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
002484	Penn Valley Community College	MO	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
003395	Pennsylvania College of Technology	PA	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
002175	Quinsigamond Community College	MA	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
010388	Reading Area Community College	PA	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
RNT980	Renton Technical College	WA	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E04
001747	Rock Valley College	IL	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
009185	Rose State College	OK	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
005754	Rowan-Cabarrus Community College	NC	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
009704	Seattle Community College-North Campus	WA	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
005372	South Puget Sound Community College	WA	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
003614	Southwest Texas Junior College	TX	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
010881	Stark Technical College	OH	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
002859	State University of New York-College of A&T at Morrisville	NY	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
009225	Texas State Technical College-Harlingen	TX	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
006871	Thomas Nelson Community College	VA	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
003572	Trinity Valley Community College	TX	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
006760	University of Maine-Augusta	ME	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
008863	Walters State Community College	TN	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
006931	Waubonsee Community College	IL	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
009258	Waukesha County Technical College	WI	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
002980	Wayne Community College	NC	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
010176	Westmoreland County Community College	PA	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
003805	Yakima Valley Community College	WA	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
001079	Yavapai College	AZ	MAIN CAMPUS	PUBLIC	TWO-YEAR	E01

Number of institutions available for analysis: 76

NORTHERN VIRGINIA COMMUNITY COLLEGE - ID:021A - February 22,1996
CUPA 1995-96 Administrative Compensation Survey Special Study
Salary Display with Mean, Median, Percentile and Quartile Data for Institutions with FTE => 2500 and FTE <= 4999

CUPA 1995-1996 ADCOMP SURVEY Positions	Mean Salary	Median Salary	20th %tile	25th %tile	40th %tile	60th %tile	75th %tile	80th %tile	Number of Cases
EXECUTIVE									
101.00 CEO/SYSTEM	$94,457	$92,250	$91,584	$91,584	$92,000	$92,500	$93,720	$93,720	6
101.10 Asst to CEO,System	$42,140	$41,600	$34,413	$35,880	$38,740	$43,231	$44,863	$50,137	5
102.00 CEO,Single Inst	$99,861	$100,000	$89,472	$91,885	$97,375	$102,500	$110,751	$112,325	69
102.10 Asst to CEO,Single	$44,309	$39,500	$33,935	$34,127	$38,734	$40,560	$58,739	$59,000	16
103.00 Exec Vice Pres	$83,938	$83,525	$71,293	$77,950	$80,304	$83,540	$86,028	$95,000	9
ACADEMIC									
201.00 Chief Acad Off	$76,151	$74,972	$68,999	$70,209	$73,295	$77,765	$81,000	$81,853	70
201.10 Assc Chief Acad Off	$60,654	$59,202	$52,900	$53,844	$57,000	$61,260	$65,864	$68,742	21
202.00 Chf Hlth Prof Off	$63,934	$63,676	$53,943	$54,344	$54,746	$72,605	$73,524	$74,442	4
203.00 Dir Library Serv	$51,522	$52,072	$45,276	$46,500	$50,351	$54,000	$57,684	$58,194	42
203.20 Acquistns Librarian	$39,931	$37,627	$27,565	$32,485	$35,060	$39,672	$51,822	$54,550	13
203.30 Chf Tech Serv Librn	$42,945	$41,304	$33,580	$33,851	$36,880	$42,523	$48,871	$49,592	21
203.40 Chf Public Serv Librn	$36,746	$36,749	$29,088	$30,618	$35,744	$39,250	$43,408	$44,592	13
203.50 Reference Librarian	$41,340	$37,757	$33,665	$34,550	$36,804	$43,523	$46,152	$52,354	30
203.60 Catalog Librarians	$38,200	$42,972	$24,350	$25,062	$37,875	$43,804	$44,771	$49,000	13
204.00 Dir Instit Research	$47,741	$47,034	$38,748	$40,000	$44,825	$49,647	$53,901	$57,056	39
204.10 Assc Dir Inst Res	$43,518	$41,845	$27,429	$31,986	$36,543	$47,148	$55,050	$62,952	4
205.00 Dir Educ Media Serv	$44,174	$43,110	$36,000	$36,972	$41,278	$44,978	$49,676	$51,360	24
206.00 Dir Learning Res Ctr	$51,432	$50,590	$45,527	$46,872	$48,537	$53,334	$56,998	$57,852	27
207.00 Dir Internatl Educ	*	*	*	*	*	*	*	*	1
208.00 Dir Academic Computing	$49,843	$48,193	$40,000	$41,820	$43,400	$50,045	$53,752	$64,596	13
208.10 Assc Dir Academic Computing	$36,988	$33,214	$31,017	$32,310	$32,762	$34,380	$35,545	$44,844	5
209.00 Admn Grants,Contract	$53,070	$52,974	$42,236	$42,571	$46,449	$55,935	$58,035	$61,407	15
211.00 Dean,Agriculture	$59,025	$58,677	$49,458	$51,729	$54,000	$63,355	$66,321	$69,287	4
212.00 Dean,Arts & Letters	$63,722	$59,406	$56,884	$56,884	$58,549	$64,585	$73,633	$73,633	7
213.00 Dean,Arts & Sciences	$63,788	$63,027	$55,248	$57,559	$59,800	$67,000	$69,024	$72,238	17
214.00 Dean,Business	$57,170	$57,550	$49,176	$50,500	$56,539	$59,375	$64,000	$64,585	43
215.00 Dean,Communications	$54,047	$53,877	$45,434	$47,000	$52,237	$54,971	$59,254	$61,627	10
216.00 Dean,Continuing Ed	$58,576	$59,963	$47,608	$51,128	$57,763	$61,383	$63,947	$65,908	28
217.00 Dean,Dentistry	*	*	*	*	*	*	*	*	2
218.00 Dean,Education	*	*	*	*	*	*	*	*	2
219.00 Dean,Engineering	$64,762	$60,960	$55,000	$56,596	$59,739	$63,513	$70,350	$73,699	12
221.00 Dean,Extension	$62,167	$61,991	$60,000	$60,000	$61,880	$63,372	$73,589	$73,589	7
222.00 Dean,Fine Arts	$52,668	$51,974	$45,231	$45,461	$49,893	$54,416	$57,961	$59,583	10
224.00 Dean,Hlth-Rltd Prof	$57,756	$57,923	$48,500	$49,772	$56,011	$58,875	$63,146	$64,381	32
226.00 Dean,Humanities	$55,890	$57,700	$48,265	$48,715	$56,272	$58,718	$60,000	$60,246	15
227.00 Dean,Instruction	$64,073	$66,630	$54,175	$54,600	$60,363	$70,089	$71,640	$72,089	10
228.00 Dean,Law	*	*	*	*	*	*	*	*	1
229.00 Dean,Lib & Inf Sci	*	*	*	*	*	*	*	*	2
230.00 Dean,Mathematics	$55,027	$55,329	$47,180	$47,613	$50,022	$60,831	$61,702	$62,230	16

* denotes 3 or less cases

(continued)

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NORTHERN VIRGINIA COMMUNITY COLLEGE - ID:021A - February 22,1996
CUPA 1995-96 Administrative Compensation Survey Special Study
Salary Display with Mean, Median, Percentile and Quartile Data for Institutions with FTE => 2500 and FTE <= 4999

CUPA 1995-1996 ADCOMP SURVEY Positions	Mean Salary	Median Salary	20th %tile	25th %tile	40th %tile	60th %tile	75th %tile	80th %tile	Number of Cases
233.00 Dean,Nursing	$53,874	$54,387	$42,215	$43,418	$46,527	$58,000	$61,287	$61,401	12
234.00 Dean,Occ Std,Voc Ed	$59,916	$60,481	$53,232	$55,120	$57,286	$62,442	$63,890	$64,462	30
236.00 Dean,Public Health	*	*	*	*	*	*	*	*	1
237.00 Dean,Sciences	$58,066	$59,618	$51,367	$52,432	$58,000	$61,521	$63,292	$64,585	16
238.00 Dean,Social Sciences	$56,879	$57,700	$51,365	$55,152	$57,235	$58,419	$60,000	$60,185	23
240.00 Dean,Special Programs	$54,762	$56,372	$48,084	$50,004	$54,477	$57,844	$58,312	$60,096	10
241.00 Dean,Undergrad Prog	*	*	*	*	*	*	*	*	2
243.00 Dir Continuing Educ	$49,739	$48,000	$43,146	$44,846	$46,706	$50,000	$56,920	$60,000	21
244.00 Chf Research Officer	*	*	*	*	*	*	*	*	1
ADMINISTRATIVE									
301.00 Chief Business Off	$72,141	$73,135	$62,050	$65,530	$69,449	$76,251	$78,726	$80,234	60
301.01 Chief Admin Off	$66,072	$63,319	$56,890	$56,890	$58,530	$66,000	$75,909	$75,909	11
301.02 Chief Financial Off	$60,219	$60,354	$48,732	$49,580	$55,217	$61,499	$66,813	$70,627	19
301.20 Dir Telecommunications/Networking	$47,919	$45,591	$33,500	$40,000	$41,930	$48,789	$53,752	$57,687	10
302.00 Chief Planning Off	$68,343	$67,244	$57,597	$58,000	$65,305	$70,843	$75,229	$76,615	10
303.00 Chief Budgeting Off	$47,375	$47,838	$40,919	$42,697	$46,999	$48,360	$49,008	$56,753	13
303.10 Assc Budget Dir	$42,042	$42,373	$37,065	$37,065	$40,574	$44,172	$45,585	$45,585	6
304.00 Chief Plan-Budgt Off	$68,074	$69,791	$54,000	$60,654	$67,308	$72,275	$75,494	$78,713	4
305.00 General Counsel	*	*	*	*	*	*	*	*	3
306.00 Chf Personnel,HR Off	$53,082	$51,014	$43,472	$44,024	$48,732	$55,832	$61,528	$63,500	41
306.10 Assc Dir Pers,HR	$39,869	$38,525	$32,642	$32,680	$33,896	$39,790	$47,454	$49,242	13
306.20 Manager Benefits	$33,374	$34,474	$24,882	$27,703	$32,859	$36,088	$39,137	$39,404	8
306.30 Manager Training-Dev	*	*	*	*	*	*	*	*	1
306.50 Manager Labor Relations	*	*	*	*	*	*	*	*	1
306.60 Manager Employment	$32,675	$27,472	$24,909	$25,840	$26,656	$34,440	$41,408	$43,044	5
306.70 Mgr Wage-Sal,Mgr,Comp	*	*	*	*	*	*	*	*	1
307.00 Dir AA,EEO	$50,055	$47,867	$40,000	$43,163	$47,503	$48,231	$60,022	$64,043	8
307.10 Assc Dir AA,EEO	*	*	*	*	*	*	*	*	2
308.00 Dir Pers-AA	$51,052	$51,548	$44,256	$45,462	$50,899	$53,772	$56,154	$57,021	20
309.00 Chief Inform Sys Off	$57,416	$56,083	$46,411	$48,034	$52,330	$60,000	$65,594	$69,025	42
309.10 Assc Dir Information Systems	$53,480	$48,542	$47,553	$47,553	$48,500	$60,215	$60,255	$60,255	7
309.20 Data Base Admin	$41,319	$39,495	$30,000	$34,718	$35,879	$46,493	$48,095	$53,334	9
309.30 Sys Analyst I-Hi	$41,023	$41,309	$31,609	$31,970	$40,000	$42,143	$45,665	$47,000	22
309.50 Prog Analyst I-Hi	$37,589	$38,243	$30,148	$31,061	$34,677	$40,701	$44,090	$45,000	28
310.00 Dir Administrative Computing	$46,439	$44,512	$39,433	$40,548	$44,146	$48,418	$50,675	$51,000	21
310.10 Assc Dir Administrative Computing	$34,486	$35,453	$21,028	$26,600	$32,172	$38,733	$42,373	$46,012	4
312.00 Chf Phys Plnt,Fac	$51,499	$51,013	$42,171	$43,572	$47,365	$53,116	$57,847	$60,391	54
312.10 Assc Dir Phys Plnt	$42,113	$39,416	$33,000	$34,507	$37,342	$43,000	$51,105	$52,396	32

* denotes 3 or less cases

(continued)

NORTHERN VIRGINIA COMMUNITY COLLEGE - ID:021A - February 22,1996
CUPA 1995-96 Administrative Compensation Survey Special Study
Salary Display with Mean, Median, Percentile and Quartile Data for Institutions with FTE => 2500 and FTE <= 4999

CUPA 1995-1996 ADCOMP SURVEY Positions	Mean Salary	Median Salary	20th %tile	25th %tile	40th %tile	60th %tile	75th %tile	80th %tile	Number of Cases
312.20 Mgr Landscape,Grnds	$29,636	$29,631	$20,900	$21,562	$26,819	$31,601	$37,572	$37,668	15
312.30 Mgr Bldg Mnt Trades	$36,026	$35,976	$30,540	$30,540	$35,951	$36,706	$41,677	$41,677	11
312.40 Mgr Tech Trades	$35,816	$35,445	$30,000	$30,000	$31,037	$39,853	$41,853	$41,853	6
312.50 Mgr Custodial Srv	$29,892	$28,725	$23,271	$24,000	$27,562	$31,128	$33,183	$33,847	26
312.60 Mgr Power Plant	*	*	*	*	*	*	*	*	1
313.00 Comptroller	$51,464	$51,544	$44,300	$46,056	$49,244	$52,529	$56,700	$58,000	37
313.10 Manager Payroll	$30,911	$30,687	$22,302	$27,648	$29,335	$31,873	$35,928	$38,703	24
314.00 Dir Accounting	$40,932	$40,945	$34,139	$36,026	$38,362	$42,830	$46,794	$47,774	20
314.10 Staff Accountant-Hi	$34,503	$33,408	$29,346	$29,545	$32,578	$34,388	$39,496	$40,514	26
315.00 Bursar	$42,412	$37,871	$35,099	$36,829	$37,730	$47,337	$50,000	$50,073	9
315.10 Assc Bursar	*	*	*	*	*	*	*	*	2
316.00 Dir Purchasing	$40,286	$39,079	$31,705	$34,499	$35,379	$42,109	$45,000	$48,050	17
316.10 Assc Dir Purchasing	$31,817	$36,833	$19,080	$19,080	$28,013	$37,475	$40,752	$40,752	7
317.00 Dir Bookstore	$37,429	$36,134	$29,653	$30,086	$35,611	$37,394	$43,680	$44,601	33
317.10 Assc Dir Bookstore	$27,191	$25,440	$22,154	$22,227	$23,670	$27,584	$33,620	$33,720	12
318.00 Dir Internal Audit	$35,856	$35,385	$33,500	$33,500	$34,720	$36,050	$39,600	$39,600	6
319.00 Dir Aux Services	$46,744	$49,050	$40,403	$42,581	$43,000	$49,804	$52,396	$53,023	13
319.10 Mgr Mail Services	$25,957	$25,577	$19,201	$20,617	$22,360	$27,555	$30,000	$30,748	13
320.00 Dir Campus Security	$36,602	$36,182	$27,158	$28,081	$31,970	$37,573	$45,000	$45,152	33
EXTERNAL AFFAIRS									
401.00 Chief Developmnt Off	$60,072	$61,234	$49,486	$52,520	$59,305	$64,227	$68,175	$70,409	26
401.10 Dir Annual Giving	$38,570	$41,309	$27,900	$27,900	$31,500	$44,637	$47,976	$47,976	7
401.20 Dir Corp,Fndtn Rel	$38,729	$37,661	$30,144	$30,144	$35,256	$40,746	$47,698	$47,698	7
401.30 Coord Res Dev	*	*	*	*	*	*	*	*	2
401.40 Dir Planned Giving	*	*	*	*	*	*	*	*	1
402.00 Chf Public Rel Off	$46,358	$44,016	$36,324	$37,000	$39,703	$46,411	$55,181	$57,500	26
403.00 Chf Dev,Pub Rel Off	$55,402	$56,052	$51,052	$53,424	$55,830	$56,824	$58,125	$60,987	10
404.00 Dir Alumni Affairs	$34,215	$32,420	$31,238	$31,496	$31,958	$33,710	$35,000	$38,090	5
405.00 Dir Dev,Alumni Aff	$42,064	$37,876	$34,000	$34,413	$34,827	$40,925	$49,715	$58,505	4
406.00 Dir Major Gifts	*	*	*	*	*	*	*	*	1
408.00 Dir Community Serv	$52,959	$48,269	$43,937	$45,360	$46,851	$52,812	$58,296	$67,308	24
409.00 Dir Publications	$37,193	$37,087	$28,900	$28,900	$36,513	$39,765	$43,999	$43,999	11
409.10 Assc Dir Publicatns	$31,337	$30,737	$20,053	$25,026	$30,000	$31,473	$37,646	$43,820	4
409.20 Mgr Printing Srv	$31,307	$28,818	$24,889	$25,344	$27,231	$29,691	$34,640	$35,929	15
410.00 Dir Info Office	$38,204	$37,560	$32,088	$32,149	$35,635	$39,482	$44,682	$45,000	26
411.00 Dir News Bureau	*	*	*	*	*	*	*	*	2
STUDENT SERVICES									
501.00 Chf Student Aff Off	$65,122	$64,884	$57,512	$58,406	$63,000	$65,816	$72,132	$74,268	63
501.10 Assc Chf Stud Aff Off	$48,445	$43,452	$40,058	$43,116	$43,284	$44,232	$45,012	$59,329	5
501.50 Dean of Students	$60,787	$64,725	$45,180	$51,667	$56,131	$66,055	$69,000	$72,604	13
502.00 Chief Admissions Off	$49,327	$47,984	$36,650	$38,267	$44,052	$50,000	$59,799	$62,797	28
502.10 Assc Dir Admissions	$34,797	$35,880	$27,170	$30,618	$34,416	$38,047	$39,961	$41,742	13

* denotes 3 or less cases

(continued)

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NORTHERN VIRGINIA COMMUNITY COLLEGE - ID:021A - February 22,1996
CUPA 1995-96 Administrative Compensation Survey Special Study
Salary Display with Mean, Median, Percentile and Quartile Data for Institutions with FTE => 2500 and FTE <= 4999

CUPA 1995-1996 ADCOMP SURVEY Positions	Mean Salary	Median Salary	20th %tile	25th %tile	40th %tile	60th %tile	75th %tile	80th %tile	Number of Cases
502.20 Admissions Counselor	$31,161	$29,643	$22,777	$25,273	$28,130	$30,436	$36,400	$38,246	21
502.30 Academic Advisor	$35,236	$35,955	$28,000	$29,052	$35,197	$37,023	$38,556	$43,535	18
503.00 Dir Adm & Registrar	$49,641	$48,950	$43,068	$45,000	$47,511	$52,496	$56,345	$56,530	25
504.00 Registrar	$47,454	$47,274	$37,147	$37,771	$42,954	$50,290	$56,400	$56,494	35
504.10 Assc Registrar	$31,958	$30,672	$26,608	$27,933	$29,775	$32,049	$36,048	$36,726	10
504.20 Asst Registrar	$30,967	$29,211	$22,050	$24,886	$28,355	$30,068	$37,818	$42,135	8
505.00 Dir Adm,Fin Aid	$51,452	$51,424	$42,754	$47,000	$49,212	$54,695	$57,965	$60,165	5
506.00 Dir Student Fin Aid	$45,327	$44,864	$37,516	$38,000	$43,392	$48,000	$51,947	$53,241	63
506.10 Assc Dir Std Fin Aid	$31,443	$30,273	$25,366	$25,764	$28,045	$33,452	$37,993	$38,000	16
507.00 Dir Food Services	$38,878	$39,029	$26,850	$26,962	$36,838	$41,952	$47,800	$48,041	10
507.10 Assc Dir Food Serv	$30,461	$30,917	$26,633	$28,690	$30,748	$31,086	$32,231	$33,376	4
508.00 Dir Student Housing	$34,278	$34,800	$28,728	$31,676	$32,369	$37,670	$39,961	$40,568	9
508.10 Assc Dir Std Housing	*	*	*	*	*	*	*	*	3
508.20 Housing Off,Adm Opr	*	*	*	*	*	*	*	*	1
508.30 Housing Off,Res Life	$24,767	$18,770	$18,000	$18,300	$18,720	$18,820	$30,409	$35,236	8
509.00 Dir Union,Std Act	$40,887	$43,650	$27,606	$33,303	$43,100	$44,200	$49,390	$49,537	8
510.00 Dir Foreign Students	*	*	*	*	*	*	*	*	3
511.10 Assc Dir Std Union	*	*	*	*	*	*	*	*	2
512.00 Dir Std Activities	$41,315	$40,000	$30,679	$31,900	$35,250	$44,593	$50,016	$51,101	41
513.00 Dir Career Dev-Plcmt	$41,823	$40,029	$33,270	$33,600	$36,810	$43,139	$47,739	$49,865	30
514.00 Dir Std Counseling	$48,169	$47,243	$40,000	$40,833	$44,462	$49,936	$54,651	$56,345	41
514.10 Assc Dir Std Cnslg	$39,304	$42,365	$31,312	$34,099	$38,232	$43,289	$44,214	$45,767	5
516.00 Dir Std Hlth-Nurse	$37,175	$33,873	$27,884	$28,442	$32,312	$36,820	$40,348	$41,696	12
518.00 Dir Athletics	$50,140	$49,981	$41,202	$41,310	$46,963	$52,253	$56,829	$58,194	27
519.00 Dir Sports Info	*	*	*	*	*	*	*	*	1
520.00 Dir Athletics,Men	*	*	*	*	*	*	*	*	1
521.00 Dir Athletics,Women	*	*	*	*	*	*	*	*	1
522.00 Dir Campus Rec	$32,500	$32,652	$27,720	$29,799	$31,225	$34,317	$35,983	$37,204	5
523.00 Chief Enrollment Mgmt	$51,213	$50,000	$38,622	$38,622	$43,622	$54,384	$62,890	$62,890	11
524.00 Dir Minority Affairs	$42,581	$41,600	$32,836	$39,661	$41,431	$45,597	$46,411	$49,260	9
525.00 Dir Conferences	$42,866	$38,220	$30,468	$37,722	$37,971	$46,110	$54,000	$57,587	5

* denotes 3 or less case

Administrative Compensation Survey

College and University Personnel Association

1995-96

Special Study Report

Special Study ID Number: 022A

Requesting Institution: Northern Virginia Community College

Type: Salary Data for Institutions with FTE =>5000 and FTE <=9999

Date Delivered: February 26, 1996

NORTHERN VIRGINIA COMMUNITY COLLEGE - ID:022A - February 23,1996
CUPA Special Studies - 1995-96 Administrative Compensation Survey
Salary Data (as of 9/15/95) For Institutions with FTE =>5000 and FTE <=9999

FICE	NAME OF INSTITUTION	STATE	STRUCTURE OF INSTITUTION	AFFILIATION	NCES CODE	NCES CODE
001636	Belleville Area College	IL	SYSTEM	PUBLIC	TWO-YEAR	E01
001638	Black Hawk College	IL	MAIN CAMPUS	PUBLIC	TWO-YEAR	E01
003239	Bucks County Community College	PA	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
002063	Catonsville Community College	MD	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
005449	Central Carolina Community College	NC	SYSTEM	PUBLIC	TWO-YEAR	E01
003773	Clark College	WA	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
007694	College of Lake County	IL	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
006993	College of Marin	CA	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
003408	Community College of Rhode Island	RI	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
010362	Community College of Southern Nevada	NV	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
007729	County College of Morris	NJ	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
003563	Del Mar College	TX	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
002251	Delta College	MI	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
005001	Edmonds Community College	WA	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
002270	Henry Ford Community College	MI	MAIN CAMPUS	PUBLIC	TWO-YEAR	E01
001493	Indian River Community College	FL	MAIN CAMPUS	PUBLIC	TWO-YEAR	E01
008244	Johnson County Community College	KS	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
001699	Joliet Junior College	IL	MAIN CAMPUS	PUBLIC	TWO-YEAR	E01
006949	Kalamazoo Valley Community College	MI	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
004076	Kirkwood Community College	IA	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
001224	Los Angeles Harbor Community College	CA	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
004007	Madison Area Technical College	WI	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
001504	Manatee Community College	FL	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
012586	Metropolitan Community College	NE	MAIN CAMPUS	PUBLIC	TWO-YEAR	E01
003993	Midlands Technical College	SC	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
001239	Miracosta Community College District	CA	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
007692	Moraine Valley Community College	IL	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
009896	Oakton Community College	IL	MAIN CAMPUS	PUBLIC	TWO-YEAR	E01
010391	Oklahoma City Community College	OK	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
005753	Owens Community College	OH	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
001512	Palm Beach Community College	FL	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
001513	Pensacola Junior College	FL	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
002089	Prince George's Community College	MD	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
029137	San Jacinto College	TX	SYSTEM	PUBLIC	TWO-YEAR	E01
022781	Santa Fe Community College	NM	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
009705	Seattle Community College-Central Campus	WA	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
001520	Seminole Community College	FL	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
003791	Shoreline Community College	WA	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
001290	Sierra Community College	CA	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
003119	Sinclair Community College	OH	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
003793	Spokane Community College	WA	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
009544	Spokane Falls Community College	WA	CAMPUS WITHIN SYSTEM	PUBLIC	TWO-YEAR	E01
007105	State Technical Institute-Memphis	TN	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01

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CUPA Special Studies - 1995-96 Administrative Compensation Survey
Salary Data (as of 9/15/95) For Institutions with FTE =>5000 and FTE <=9999

FICE	NAME OF INSTITUTION	STATE	STRUCTURE OF INSTITUTION	AFFILIATION	NCES CODE	NCES CODE
001533	Tallahassee Community College	FL	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
009763	Tulsa Junior College	OK	SYSTEM	PUBLIC	TWO-YEAR	E01
004027	Utah Valley Community College	UT	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
001843	Vincennes University	IN	MAIN CAMPUS	PUBLIC	TWO-YEAR	E01
002328	Washtenaw Community College	MI	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
009230	Wayne County Community College	MI	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
003961	William Rainey Harper College	IL	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01

Number of institutions available for analysis: 50

NORTHERN VIRGINIA COMMUNITY COLLEGE - ID:022A - February 22,1996
CUPA 1995-96 Administrative Compensation Survey Special Study
Salary Display with Mean, Median, Percentile and Quartile Data for Institutions with FTE => 5000 and FTE <= 9999

CUPA 1995-1996 ADCOMP SURVEY Positions	Mean Salary	Median Salary	20th %tile	25th %tile	40th %tile	60th %tile	75th %tile	80th %tile	Number of Cases
EXECUTIVE									
101.00 CEO/SYSTEM	$110,727	$108,248	$98,789	$99,000	$107,652	$110,192	$113,500	$121,160	9
101.10 Asst to CEO,System	*	*	*	*	*	*	*	*	3
102.00 CEO,Single Inst	$111,175	$106,249	$98,850	$100,302	$103,938	$111,650	$120,252	$122,130	40
102.10 Asst to CEO,Single	$53,769	$46,683	$38,300	$39,550	$46,008	$51,549	$67,700	$69,397	18
103.00 Exec Vice Pres	$90,807	$88,143	$81,300	$82,700	$85,323	$92,600	$95,600	$108,800	9
ACADEMIC									
201.00 Chief Acad Off	$83,096	$82,174	$73,600	$74,259	$80,000	$87,000	$89,670	$93,537	44
201.10 Assc Chief Acad Off	$71,892	$69,171	$64,506	$67,600	$69,000	$71,000	$72,952	$83,200	14
202.00 Chf Hlth Prof Off	$70,829	$70,865	$60,288	$63,644	$67,000	$74,729	$78,014	$81,300	4
203.00 Dir Library Serv	$58,733	$57,419	$49,500	$50,292	$55,081	$59,868	$67,132	$71,118	29
203.20 Acquistns Librarian	$41,118	$37,600	$35,542	$35,542	$37,543	$39,498	$47,116	$47,116	7
203.30 Chf Tech Serv Librn	$41,404	$40,034	$35,610	$35,675	$38,392	$43,125	$45,955	$47,119	16
203.40 Chf Public Serv Librn	$40,381	$39,400	$35,785	$35,785	$38,650	$39,930	$45,716	$45,716	11
203.50 Reference Librarian	$41,416	$38,625	$31,812	$33,516	$37,600	$43,402	$49,700	$51,089	19
203.60 Catalog Librarians	$43,698	$38,625	$33,714	$34,029	$35,800	$39,743	$52,855	$59,927	9
204.00 Dir Instit Research	$57,679	$58,094	$43,400	$45,284	$56,734	$59,200	$66,326	$68,851	38
204.10 Assc Dir Inst Res	$35,369	$34,481	$28,390	$30,345	$32,300	$36,661	$40,393	$44,126	4
205.00 Dir Educ Media Serv	$50,841	$48,244	$40,070	$40,549	$47,180	$54,769	$57,380	$57,642	14
206.00 Dir Learning Res Ctr	$58,099	$58,239	$47,589	$49,010	$54,100	$63,436	$67,768	$73,800	22
207.00 Dir Internatl Educ	*	*	*	*	*	*	*	*	1
207.10 Dir Internatl Std Ed	$45,834	$44,330	$38,275	$40,468	$42,660	$46,000	$51,200	$56,400	4
208.00 Dir Academic Computing	$49,237	$44,379	$37,000	$38,430	$39,525	$46,875	$59,936	$66,664	9
208.10 Assc Dir Academic Computing	*	*	*	*	*	*	*	*	2
209.00 Admn Grants,Contract	$52,713	$53,247	$43,582	$43,582	$51,000	$58,100	$58,802	$58,802	7
211.00 Dean,Agriculture	$57,125	$60,174	$39,150	$48,075	$57,000	$63,348	$66,174	$69,000	4
212.00 Dean,Arts & Letters	$51,957	$54,564	$38,900	$46,200	$53,500	$55,628	$57,714	$59,800	4
213.00 Dean,Arts & Sciences	$68,812	$69,631	$62,508	$65,004	$68,100	$70,000	$72,280	$73,300	12
214.00 Dean,Business	$65,391	$68,397	$53,975	$56,100	$65,079	$72,030	$73,335	$74,907	30
215.00 Dean,Communications	$70,999	$71,154	$58,832	$58,832	$67,990	$74,317	$81,884	$81,884	6
216.00 Dean,Continuing Ed	$68,122	$67,671	$62,508	$63,314	$65,732	$69,311	$74,500	$74,760	22
217.00 Dean,Dentistry	*	*	*	*	*	*	*	*	1
218.00 Dean,Education	*	*	*	*	*	*	*	*	3
219.00 Dean,Engineering	$62,292	$64,798	$47,895	$47,895	$52,908	$67,848	$74,169	$74,169	7
221.00 Dean,Extension	$66,700	$66,319	$62,400	$62,400	$65,851	$66,788	$68,800	$68,800	6
222.00 Dean,Fine Arts	$60,542	$61,688	$49,644	$60,700	$61,194	$64,262	$66,836	$70,868	5
224.00 Dean,Hlth-Rltd Prof	$64,513	$66,282	$56,000	$56,912	$59,541	$70,000	$74,727	$74,760	22
225.00 Dean,Home Economics	*	*	*	*	*	*	*	*	1
226.00 Dean,Humanities	$65,659	$65,360	$55,165	$57,000	$63,197	$66,503	$74,729	$77,688	14
227.00 Dean,Instruction	$63,521	$66,326	$52,633	$52,633	$60,764	$71,889	$75,754	$75,754	6
228.00 Dean,Law	*	*	*	*	*	*	*	*	3

* denotes 3 or less cases

(continued)

NORTHERN VIRGINIA COMMUNITY COLLEGE - ID:022A - February 22,1996
CUPA 1995-96 Administrative Compensation Survey Special Study
Salary Display with Mean, Median, Percentile and Quartile Data for Institutions with FTE => 5000 and FTE <= 9999

CUPA 1995-1996 ADCOMP SURVEY Positions	Mean Salary	Median Salary	20th %tile	25th %tile	40th %tile	60th %tile	75th %tile	80th %tile	Number of Cases
229.00 Dean,Lib & Inf Sci	$70,308	$66,822	$64,161	$65,360	$66,091	$70,276	$73,730	$78,198	5
230.00 Dean,Mathematics	$63,787	$60,000	$54,991	$58,155	$59,800	$69,027	$72,554	$73,106	13
232.00 Dean,Music	*	*	*	*	*	*	*	*	2
233.00 Dean,Nursing	$61,056	$61,853	$51,292	$52,390	$58,682	$63,165	$70,985	$72,480	10
234.00 Dean,Occ Std,Voc Ed	$66,468	$65,624	$58,113	$59,150	$62,454	$66,827	$73,300	$74,459	25
235.00 Dean,Pharmacy	*	*	*	*	*	*	*	*	1
237.00 Dean,Sciences	$65,771	$64,798	$54,796	$60,574	$63,100	$73,335	$76,336	$77,000	13
238.00 Dean,Social Sciences	$62,671	$60,075	$53,094	$55,385	$59,730	$65,002	$71,630	$73,335	14
240.00 Dean,Special Programs	$56,054	$57,346	$40,620	$50,956	$52,866	$60,000	$63,100	$67,980	9
241.00 Dean,Undergrad Prog	*	*	*	*	*	*	*	*	1
243.00 Dir Continuing Educ	$57,484	$60,893	$39,511	$45,757	$56,300	$62,400	$70,299	$71,019	19
250.00 Dean,Honors Program	*	*	*	*	*	*	*	*	1
ADMINISTRATIVE									
301.00 Chief Business Off	$82,444	$79,493	$72,131	$72,500	$77,473	$84,220	$92,299	$95,204	43
301.01 Chief Admin Off	$75,000	$76,375	$63,948	$63,948	$74,700	$78,050	$78,750	$78,750	6
301.02 Chief Financial Off	$70,617	$72,952	$57,669	$66,100	$70,100	$74,729	$78,832	$79,092	17
301.10 Dir Env Health-Safety	$50,675	$54,264	$36,475	$36,475	$40,300	$59,545	$64,694	$64,694	7
301.20 Dir Telecommunications/Networking	$50,508	$49,700	$38,064	$38,064	$48,032	$53,000	$60,600	$60,600	11
302.00 Chief Planning Off	$71,484	$73,300	$56,968	$56,968	$73,166	$76,364	$83,954	$83,954	11
303.00 Chief Budgeting Off	$61,635	$65,357	$49,374	$57,676	$63,113	$67,000	$71,047	$73,335	13
303.10 Assc Budget Dir	*	*	*	*	*	*	*	*	2
305.00 General Counsel	*	*	*	*	*	*	*	*	1
305.10 Staff Attorneys	*	*	*	*	*	*	*	*	1
306.00 Chf Personnel,HR Off	$63,989	$66,246	$53,650	$57,667	$60,391	$68,000	$71,250	$73,335	36
306.10 Assc Dir Pers,HR	$47,503	$47,840	$38,646	$43,000	$45,250	$49,559	$51,091	$54,200	13
306.20 Manager Benefits	$36,651	$36,800	$24,860	$25,800	$34,933	$39,256	$48,641	$49,109	15
306.30 Manager Training-Dev	$46,652	$40,125	$35,683	$36,905	$40,000	$40,251	$56,215	$64,980	8
306.40 Manager Empl Relatns	*	*	*	*	*	*	*	*	1
306.50 Manager Labor Relations	*	*	*	*	*	*	*	*	2
306.60 Manager Employment	$34,582	$35,127	$23,629	$29,279	$34,928	$35,326	$39,885	$44,445	4
306.70 Mgr Wage-Sal,Mgr,Comp	*	*	*	*	*	*	*	*	3
306.80 Mgr Personnel Inf Sys	*	*	*	*	*	*	*	*	3
307.00 Dir AA,EEO	$56,543	$51,925	$49,050	$51,200	$51,540	$53,978	$57,082	$64,065	10
307.10 Assc Dir AA,EEO	*	*	*	*	*	*	*	*	2
308.00 Dir Pers-AA	$59,239	$55,312	$46,448	$50,000	$52,550	$62,637	$75,724	$75,872	10
309.00 Chief Inform Sys Off	$67,626	$68,120	$55,854	$56,800	$67,500	$71,101	$74,729	$75,280	31
309.10 Assc Dir Information Systems	$54,667	$52,027	$45,711	$46,024	$49,546	$55,045	$63,520	$66,135	10
309.20 Data Base Admin	$50,045	$48,200	$42,500	$42,500	$46,342	$48,943	$60,719	$60,719	11
309.30 Sys Analyst I-Hi	$45,306	$44,636	$37,403	$38,168	$42,872	$49,055	$51,200	$52,800	25
309.50 Prog Analyst I-Hi	$42,033	$42,649	$31,260	$37,203	$41,200	$44,850	$48,650	$49,130	24

* denotes 3 or less cases

(continued)

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NORTHERN VIRGINIA COMMUNITY COLLEGE - ID:022A - February 22,1996
CUPA 1995-96 Administrative Compensation Survey Special Study
Salary Display with Mean, Median, Percentile and Quartile Data for Institutions with FTE => 5000 and FTE <= 9999

CUPA 1995-1996 ADCOMP SURVEY Positions	Mean Salary	Median Salary	20th %tile	25th %tile	40th %tile	60th %tile	75th %tile	80th %tile	Number of Cases
310.00 Dir Administrative Computing	$58,047	$60,589	$52,180	$55,044	$57,248	$62,323	$62,400	$68,969	17
310.10 Assc Dir Administrative Computing	$50,604	$49,468	$43,088	$43,088	$46,104	$52,832	$59,826	$59,826	6
312.00 Chf Phys Plnt,Fac	$59,478	$58,875	$50,056	$51,935	$56,486	$60,050	$64,928	$67,166	40
312.10 Assc Dir Phys Plnt	$50,024	$48,516	$39,750	$40,056	$41,620	$53,500	$57,721	$58,713	13
312.20 Mgr Landscape,Grnds	$36,920	$36,400	$29,119	$30,977	$33,300	$41,088	$45,725	$46,540	17
312.30 Mgr Bldg Mnt Trades	$44,175	$43,162	$35,898	$35,962	$42,912	$44,286	$52,164	$52,382	15
312.40 Mgr Tech Trades	$40,778	$40,094	$39,384	$39,384	$39,431	$42,972	$43,607	$43,607	7
312.50 Mgr Custodial Srv	$36,713	$37,435	$30,020	$31,366	$35,300	$38,200	$40,000	$40,000	21
312.60 Mgr Power Plant	$48,947	$49,466	$40,549	$43,585	$46,620	$52,312	$54,309	$56,306	4
313.00 Comptroller	$58,101	$60,196	$49,395	$49,932	$52,000	$61,394	$65,493	$69,000	21
313.10 Manager Payroll	$36,798	$34,352	$29,412	$30,876	$33,384	$37,000	$40,934	$43,100	24
314.00 Dir Accounting	$49,283	$49,923	$45,448	$46,874	$48,760	$50,200	$53,635	$54,728	16
314.10 Staff Accountant-Hi	$39,314	$38,890	$30,036	$31,722	$37,118	$42,929	$45,000	$46,065	25
315.00 Bursar	$42,549	$40,523	$36,785	$37,020	$37,350	$44,492	$49,272	$51,587	12
315.10 Assc Bursar	*	*	*	*	*	*	*	*	3
316.00 Dir Purchasing	$45,832	$44,970	$36,972	$37,426	$42,200	$50,789	$54,947	$55,724	32
316.10 Assc Dir Purchasing	$35,379	$38,337	$27,675	$27,675	$36,245	$40,429	$40,875	$40,875	6
317.00 Dir Bookstore	$41,538	$40,741	$37,031	$38,200	$39,511	$43,000	$46,922	$48,087	29
317.10 Assc Dir Bookstore	$31,874	$30,256	$21,872	$24,582	$29,900	$30,612	$41,059	$44,242	8
318.00 Dir Internal Audit	$45,368	$43,245	$38,879	$40,405	$41,733	$44,042	$45,237	$50,567	10
319.00 Dir Aux Services	$55,784	$57,858	$39,541	$42,897	$51,060	$64,513	$69,000	$73,606	13
319.10 Mgr Mail Services	$28,421	$26,012	$24,696	$24,696	$25,584	$30,500	$32,670	$32,670	11
320.00 Dir Campus Security	$42,824	$44,898	$32,604	$35,211	$38,700	$49,028	$50,501	$51,300	32
321.00 Dir Risk Mgt,Ins	*	*	*	*	*	*	*	*	2
322.10 Dir Med Ctr Pub Rel	*	*	*	*	*	*	*	*	1
EXTERNAL AFFAIRS									
401.00 Chief Developmnt Off	$63,880	$66,200	$53,404	$53,714	$58,874	$67,000	$71,660	$73,000	21
401.10 Dir Annual Giving	$49,610	$43,160	$36,100	$36,250	$36,400	$49,920	$62,971	$76,021	4
401.20 Dir Corp,Fndtn Rel	$49,260	$50,250	$41,500	$41,500	$46,500	$54,000	$55,805	$55,805	6
401.30 Coord Res Dev	$43,690	$42,110	$38,500	$38,500	$40,320	$45,731	$46,000	$46,000	7
401.40 Dir Planned Giving	*	*	*	*	*	*	*	*	2
402.00 Chf Public Rel Off	$57,178	$56,225	$40,786	$44,636	$51,770	$62,609	$70,399	$71,451	20
403.00 Chf Dev,Pub Rel Off	$55,746	$52,671	$43,641	$50,650	$52,000	$64,021	$67,500	$67,600	9
404.00 Dir Alumni Affairs	$33,836	$34,592	$29,542	$31,018	$32,805	$34,996	$35,399	$37,752	5
405.00 Dir Dev,Alumni Aff	$39,703	$37,229	$31,350	$31,350	$36,458	$38,000	$47,796	$47,796	6
406.00 Dir Major Gifts	*	*	*	*	*	*	*	*	1
408.00 Dir Community Serv	$58,933	$56,399	$42,900	$48,804	$54,027	$60,340	$66,983	$72,637	13
409.00 Dir Publications	$44,598	$44,540	$38,588	$38,588	$43,992	$46,495	$47,900	$47,900	11
409.10 Assc Dir Publicatns	$41,955	$39,016	$36,040	$36,420	$36,800	$41,231	$47,491	$53,750	4
409.20 Mgr Printing Srv	$41,475	$41,199	$30,477	$31,008	$40,792	$41,700	$43,070	$47,461	19

* denotes 3 or less cases

(continued)

NORTHERN VIRGINIA COMMUNITY COLLEGE - ID:022A - February 22,1996
CUPA 1995-96 Administrative Compensation Survey Special Study
Salary Display with Mean, Median, Percentile and Quartile Data for Institutions with FTE => 5000 and FTE <= 9999

CUPA 1995-1996 ADCOMP SURVEY Positions	Mean Salary	Median Salary	20th %tile	25th %tile	40th %tile	60th %tile	75th %tile	80th %tile	Number of Cases
410.00 Dir Info Office	$48,398	$45,837	$39,500	$40,011	$43,472	$48,100	$58,681	$61,035	16
411.00 Dir News Bureau	$41,843	$36,089	$34,224	$34,224	$36,064	$36,183	$38,992	$38,992	7
STUDENT SERVICES									
501.00 Chf Student Aff Off	$75,573	$72,328	$65,548	$67,543	$69,651	$79,843	$85,079	$87,667	40
501.10 Assc Chf Stud Aff Off	$57,791	$57,850	$51,800	$54,050	$56,300	$59,400	$61,532	$63,664	4
501.50 Dean of Students	$63,990	$66,664	$54,127	$55,156	$63,692	$68,390	$71,118	$71,674	15
502.00 Chief Admissions Off	$55,939	$51,410	$46,459	$48,600	$50,536	$58,247	$67,261	$68,296	25
502.10 Assc Dir Admissions	$37,854	$41,000	$28,093	$29,250	$38,086	$42,667	$44,073	$44,642	9
502.20 Admissions Counselor	$33,253	$31,145	$27,586	$27,586	$31,000	$36,300	$39,494	$39,494	11
502.30 Academic Advisor	$37,397	$38,278	$33,253	$33,836	$37,150	$39,406	$41,822	$41,844	8
503.00 Dir Adm & Registrar	$57,807	$58,110	$49,849	$51,027	$54,900	$58,718	$62,446	$66,025	21
504.00 Registrar	$50,741	$54,500	$38,179	$41,700	$47,462	$56,900	$60,230	$61,418	21
504.10 Assc Registrar	$43,981	$40,409	$35,350	$35,515	$37,303	$43,515	$48,146	$48,291	8
504.20 Asst Registrar	$33,423	$34,627	$27,850	$27,850	$32,535	$34,976	$38,077	$38,077	11
505.00 Dir Adm,Fin Aid	*	*	*	*	*	*	*	*	2
506.00 Dir Student Fin Aid	$50,729	$49,650	$43,524	$44,568	$47,368	$51,057	$57,680	$60,298	41
506.10 Assc Dir Std Fin Aid	$39,798	$36,710	$32,524	$34,099	$35,793	$38,919	$42,205	$42,553	15
507.00 Dir Food Services	$35,582	$33,300	$28,757	$32,501	$32,900	$36,550	$39,800	$43,548	5
507.10 Assc Dir Food Serv	*	*	*	*	*	*	*	*	3
508.00 Dir Student Housing	*	*	*	*	*	*	*	*	1
508.10 Assc Dir Std Housing	*	*	*	*	*	*	*	*	1
508.30 Housing Off,Res Life	*	*	*	*	*	*	*	*	1
509.00 Dir Union,Std Act	$52,680	$51,000	$39,699	$43,800	$47,400	$53,962	$56,923	$66,501	5
510.00 Dir Foreign Students	$49,888	$53,232	$43,186	$43,186	$45,700	$60,764	$62,400	$62,400	6
511.10 Assc Dir Std Union	*	*	*	*	*	*	*	*	1
512.00 Dir Std Activities	$47,994	$46,900	$37,035	$38,192	$41,966	$51,195	$57,048	$57,190	29
513.00 Dir Career Dev-Plcmt	$45,694	$47,412	$36,954	$36,957	$46,000	$48,181	$51,300	$53,000	22
514.00 Dir Std Counseling	$54,668	$54,850	$38,850	$44,473	$51,508	$59,518	$63,314	$66,246	25
514.10 Assc Dir Std Cnslg	*	*	*	*	*	*	*	*	2
515.00 Dir Std Hlth-Physicn	*	*	*	*	*	*	*	*	2
516.00 Dir Std Hlth-Nurse	$37,937	$35,684	$31,330	$32,415	$34,800	$38,588	$40,896	$42,324	12
518.00 Dir Athletics	$54,504	$55,923	$41,050	$45,692	$50,701	$60,629	$67,582	$68,047	25
519.00 Dir Sports Info	*	*	*	*	*	*	*	*	3
520.00 Dir Athletics,Men	*	*	*	*	*	*	*	*	3
521.00 Dir Athletics,Women	$36,001	$38,936	$23,453	$30,758	$38,063	$39,810	$41,244	$42,678	4
522.00 Dir Campus Rec	$31,094	$29,450	$23,541	$23,541	$27,526	$35,836	$36,541	$36,541	7
523.00 Chief Enrollment Mgmt	$67,862	$68,935	$57,793	$57,793	$61,183	$75,200	$75,699	$75,699	7
524.00 Dir Minority Affairs	$42,924	$38,194	$29,445	$36,907	$38,057	$42,000	$52,690	$55,303	9
525.00 Dir Conferences	$46,189	$36,707	$29,977	$30,679	$33,693	$49,395	$62,083	$67,141	5

* denotes 3 or less case

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Administrative

College and University

Compensation

Personnel Association

Survey

1995-96

Special Study Report

Special Study ID Number: 023A

Requesting Institution: Northern Virginia Community College

Type: Salary Data for Institutions with FTE =>1000

Date Delivered: February 26, 1996

NORTHERN VIRGINIA COMMUNITY COLLEGE - ID:023A - February 23,1996
CUPA Special Studies - 1995-96 Administrative Compensation Survey
Salary Data (as of 9/15/95) For Institutions with FTE =>10000

FICE	NAME OF INSTITUTION	STATE	STRUCTURE OF INSTITUTION	AFFILIATION	NCES CODE	NCES CODE
004742	Albuquerque Technical-Vocational Institute	NM	MAIN CAMPUS	PUBLIC	TWO-YEAR	E01
001500	Broward Community College	FL	SYSTEM	PUBLIC	TWO-YEAR	E01
002915	Central Piedmont Community College	NC	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
004003	Central Texas College	TX	SYSTEM	PUBLIC	TWO-YEAR	E01
001647	City Colleges of Chicago	IL	SYSTEM	PUBLIC	TWO-YEAR	E01
006656	College of DuPage	IL	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
023614	Collin County Community College	TX	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
006867	Columbus State Community College	OH	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
003231	Community College of Allegheny County	PA	SYSTEM	PUBLIC	TWO-YEAR	E01
003249	Community College of Philadelphia	PA	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
008797	Cuyahoga Community College	OH	SYSTEM	PUBLIC	TWO-YEAR	E01
001475	Daytona Beach Community College	FL	MAIN CAMPUS	PUBLIC	TWO-YEAR	E01
001562	DeKalb College	GA	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
004626	Delgado Community College	LA	SYSTEM	PUBLIC	TWO-YEAR	E01
008735	Des Moines Area Community College	IA	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
007870	Hillsborough Community College	FL	MAIN CAMPUS	PUBLIC	TWO-YEAR	E01
002407	Hinds Community College	MS	SYSTEM	PUBLIC	TWO-YEAR	E01
010633	Houston Community College System	TX	SYSTEM	PUBLIC	TWO-YEAR	E01
002872	Monroe Community College	NY	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
003727	Northern Virginia Community College	VA	SYSTEM	PUBLIC	TWO-YEAR	E01
008760	Oakland Community College	MI	SYSTEM	PUBLIC	TWO-YEAR	E01
005220	Salt Lake Community College	UT	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
001280	San Joaquin Delta College	CA	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01
008898	Tarrant County Junior College	TX	SYSTEM	PUBLIC	TWO-YEAR	E01
006750	Valencia Community College	FL	SINGLE INSTITUTION	PUBLIC	TWO-YEAR	E01

Number of institutions available for analysis: 25

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NORTHERN VIRGINIA COMMUNITY COLLEGE - ID:023A - February 22,1996
CUPA 1995-96 Administrative Compensation Survey Special Study
Salary Display with Mean, Median, Percentile and Quartile Data for Institutions with FTE =>10000

CUPA 1995-1996 ADCOMP SURVEY Positions	Mean Salary	Median Salary	20th %tile	25th %tile	40th %tile	60th %tile	75th %tile	80th %tile	Number of Cases
EXECUTIVE									
101.00 CEO/SYSTEM	$124,967	$119,138	$114,094	$114,547	$115,000	$125,000	$133,768	$133,900	12
101.10 Asst to CEO,System	$56,306	$46,562	$41,362	$43,250	$44,906	$56,902	$67,242	$76,121	5
102.00 CEO,Single Inst	$120,163	$117,975	$109,000	$109,927	$113,925	$127,200	$127,987	$128,353	12
102.10 Asst to CEO,Single	$70,484	$70,425	$60,000	$60,000	$63,036	$76,498	$84,146	$84,146	7
103.00 Exec Vice Pres	$86,146	$84,900	$75,103	$76,302	$78,000	$89,484	$97,804	$98,315	9
ACADEMIC									
201.00 Chief Acad Off	$88,962	$89,048	$78,800	$80,000	$87,000	$91,250	$95,000	$98,315	22
201.10 Assc Chief Acad Off	*	*	*	*	*	*	*	*	3
202.00 Chf Hlth Prof Off	*	*	*	*	*	*	*	*	1
203.00 Dir Library Serv	$58,643	$57,268	$51,350	$51,858	$53,788	$63,000	$64,804	$68,152	17
203.20 Acquistns Librarian	$35,978	$33,601	$32,300	$32,751	$33,202	$34,000	$39,205	$44,411	4
203.30 Chf Tech Serv Librn	$43,101	$41,175	$29,514	$31,671	$38,844	$43,506	$52,945	$56,842	8
203.40 Chf Public Serv Librn	$47,992	$42,203	$33,861	$34,976	$38,589	$52,301	$62,400	$65,017	5
203.50 Reference Librarian	$44,478	$47,199	$34,783	$34,783	$46,480	$47,919	$54,816	$54,816	6
203.60 Catalog Librarians	$38,848	$37,627	$26,208	$28,998	$31,788	$43,467	$48,698	$53,929	4
204.00 Dir Institt Research	$57,804	$55,073	$48,942	$50,442	$52,523	$58,637	$64,344	$67,629	20
204.10 Assc Dir Inst Res	$47,195	$51,250	$28,100	$36,602	$45,105	$57,396	$57,788	$58,180	4
205.00 Dir Educ Media Serv	$56,043	$58,265	$43,258	$47,373	$56,150	$60,379	$69,298	$69,512	8
206.00 Dir Learning Res Ctr	$55,709	$55,128	$38,000	$44,163	$51,971	$60,000	$67,375	$72,348	12
207.10 Dir Internati Std Ed	*	*	*	*	*	*	*	*	2
208.00 Dir Academic Computing	$58,301	$54,743	$51,196	$52,389	$53,726	$57,395	$63,072	$69,464	10
208.10 Assc Dir Academic Computing	*	*	*	*	*	*	*	*	3
209.00 Admn Grants,Contract	*	*	*	*	*	*	*	*	3
210.00 Dean,Architecture	*	*	*	*	*	*	*	*	1
211.00 Dean,Agriculture	*	*	*	*	*	*	*	*	2
212.00 Dean,Arts & Letters	$72,586	$72,373	$60,000	$60,522	$61,044	$83,702	$84,650	$85,599	4
213.00 Dean,Arts & Sciences	$65,343	$68,314	$61,159	$61,159	$61,848	$68,959	$69,769	$69,769	7
214.00 Dean,Business	$64,695	$67,915	$51,948	$57,121	$62,500	$69,760	$70,337	$71,217	14
215.00 Dean,Communications	$69,889	$70,435	$59,964	$59,964	$62,679	$78,191	$79,809	$79,809	6
216.00 Dean,Continuing Ed	$64,873	$66,871	$56,138	$57,680	$62,933	$71,250	$72,399	$76,303	10
218.00 Dean,Education	*	*	*	*	*	*	*	*	2
219.00 Dean,Engineering	$71,138	$70,049	$58,207	$59,302	$60,396	$79,703	$82,973	$86,244	4
221.00 Dean,Extension	$69,919	$77,573	$41,209	$58,326	$75,444	$79,703	$81,513	$83,322	4
222.00 Dean,Fine Arts	$55,012	$52,468	$49,671	$50,021	$51,245	$55,579	$58,691	$61,627	5
224.00 Dean,Hlth-Rltd Prof	$65,857	$63,807	$56,168	$59,852	$62,959	$69,801	$70,443	$72,000	14
225.00 Dean,Home Economics	*	*	*	*	*	*	*	*	1
226.00 Dean,Humanities	$66,558	$67,484	$64,698	$64,698	$65,687	$69,281	$70,512	$70,512	6
227.00 Dean,Instruction	$63,227	$65,526	$54,799	$59,585	$64,371	$66,681	$66,870	$67,059	4
228.00 Dean,Law	*	*	*	*	*	*	*	*	2
229.00 Dean,Lib & Inf Sci	*	*	*	*	*	*	*	*	1

* denotes 3 or less cases

(continued)

NORTHERN VIRGINIA COMMUNITY COLLEGE - ID:023A - February 22,1996
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CUPA 1995-1996 ADCOMP SURVEY Positions	Mean Salary	Median Salary	20th %tile	25th %tile	40th %tile	60th %tile	75th %tile	80th %tile	Number of Cases
230.00 Dean,Mathematics	$60,101	$61,000	$56,791	$56,791	$57,046	$63,798	$63,950	$63,950	7
232.00 Dean,Music	*	*	*	*	*	*	*	*	2
233.00 Dean,Nursing	$58,344	$58,778	$56,211	$56,211	$56,249	$59,943	$60,800	$60,800	7
234.00 Dean,Occ Std,Voc Ed	$64,293	$63,996	$54,913	$55,211	$59,727	$69,437	$71,208	$71,747	9
237.00 Dean,Sciences	$64,621	$65,440	$52,781	$52,781	$61,848	$68,272	$71,255	$71,255	7
238.00 Dean,Social Sciences	$65,486	$65,304	$52,968	$56,363	$61,608	$69,000	$72,155	$74,263	8
239.00 Dean,Social Work	*	*	*	*	*	*	*	*	1
240.00 Dean,Special Programs	$69,777	$66,653	$64,859	$64,868	$65,761	$69,695	$72,738	$76,257	5
241.00 Dean,Undergrad Prog	*	*	*	*	*	*	*	*	1
243.00 Dir Continuing Educ	$59,734	$61,383	$50,226	$50,605	$52,576	$63,845	$75,351	$75,444	12
250.00 Dean,Honors Program	*	*	*	*	*	*	*	*	1
ADMINISTRATIVE									
301.00 Chief Business Off	$88,561	$88,149	$78,488	$79,438	$86,317	$89,778	$94,852	$97,884	20
301.01 Chief Admin Off	$83,021	$75,715	$67,788	$71,000	$73,357	$86,613	$97,510	$101,907	5
301.02 Chief Financial Off	$75,860	$78,654	$62,300	$71,208	$77,000	$80,028	$80,090	$82,824	9
301.10 Dir Env Health-Safety	$51,357	$50,784	$37,500	$42,314	$47,129	$54,438	$60,399	$66,360	4
301.20 Dir Telecommunications/Networking	$46,415	$45,585	$41,895	$43,000	$45,550	$45,744	$49,584	$51,161	9
302.00 Chief Planning Off	$79,965	$82,157	$56,117	$68,091	$82,048	$82,267	$92,158	$96,050	8
303.00 Chief Budgeting Off	$52,850	$53,457	$50,460	$51,321	$52,563	$56,000	$56,082	$58,542	9
303.10 Assc Budget Dir	$44,047	$45,392	$21,000	$30,842	$40,683	$50,100	$57,253	$64,407	4
304.00 Chief Plan-Budgt Off	*	*	*	*	*	*	*	*	2
305.00 General Counsel	$77,382	$70,470	$63,500	$63,500	$66,854	$74,086	$84,350	$84,350	6
305.10 Staff Attorneys	*	*	*	*	*	*	*	*	1
306.00 Chf Personnel,HR Off	$75,051	$77,058	$58,439	$60,615	$69,059	$79,703	$86,252	$91,992	22
306.10 Assc Dir Pers,HR	$54,347	$51,561	$45,845	$45,845	$47,250	$53,969	$70,490	$70,490	7
306.20 Manager Benefits	$38,323	$35,500	$32,745	$34,527	$35,316	$38,274	$39,250	$41,137	13
306.30 Manager Training-Dev	$49,745	$51,084	$42,700	$43,048	$49,920	$52,248	$53,123	$53,596	8
306.40 Manager Empl Relatns	*	*	*	*	*	*	*	*	2
306.50 Manager Labor Relations	*	*	*	*	*	*	*	*	1
306.60 Manager Employment	$42,254	$38,050	$31,590	$31,987	$36,754	$41,857	$54,948	$56,165	15
306.70 Mgr Wage-Sal,Mgr,Comp	$43,777	$40,000	$35,870	$36,703	$38,352	$43,072	$46,144	$53,572	5
306.80 Mgr Personnel Inf Sys	*	*	*	*	*	*	*	*	3
307.00 Dir AA,EEO	$53,864	$52,903	$49,513	$49,513	$52,761	$55,840	$61,011	$61,011	11
307.10 Assc Dir AA,EEO	*	*	*	*	*	*	*	*	1
308.00 Dir Pers-AA	*	*	*	*	*	*	*	*	3
309.00 Chief Inform Sys Off	$72,038	$68,475	$63,850	$64,539	$66,800	$70,248	$73,644	$87,822	14
309.10 Assc Dir Information Systems	$58,822	$57,250	$48,136	$52,401	$54,825	$63,183	$69,117	$70,293	5
309.20 Data Base Admin	$45,534	$42,160	$37,700	$40,300	$42,110	$50,919	$54,272	$55,999	9
309.30 Sys Analyst I-Hi	$44,652	$45,000	$41,000	$41,000	$43,764	$46,162	$51,814	$51,814	11
309.50 Prog Analyst I-Hi	$42,551	$42,525	$40,271	$40,300	$41,053	$44,175	$45,966	$46,234	17

* denotes 3 or less cases

(continued)

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CUPA 1995-1996 ADCOMP SURVEY Positions	Mean Salary	Median Salary	20th %tile	25th %tile	40th %tile	60th %tile	75th %tile	80th %tile	Number of Cases
310.00 Dir Administrative Computing	$62,796	$61,224	$54,315	$54,315	$57,913	$65,503	$67,743	$67,743	11
310.10 Assc Dir Administrative Computing	*	*	*	*	*	*	*	*	2
312.00 Chf Phys Plnt,Fac	$66,696	$67,014	$60,048	$60,999	$65,220	$72,478	$77,000	$77,000	21
312.10 Assc Dir Phys Plnt	$50,059	$47,124	$42,120	$43,847	$44,909	$48,963	$60,804	$61,075	13
312.20 Mgr Landscape,Grnds	$35,134	$34,120	$30,976	$30,976	$33,287	$41,772	$42,814	$42,814	7
312.30 Mgr Bldg Mnt Trades	$39,623	$39,588	$31,800	$31,800	$36,338	$42,000	$43,680	$43,680	7
312.40 Mgr Tech Trades	$35,539	$38,648	$28,002	$30,204	$34,426	$39,868	$41,089	$41,522	5
312.50 Mgr Custodial Srv	$34,864	$34,272	$28,364	$29,885	$31,980	$35,020	$37,583	$39,198	12
312.60 Mgr Power Plant	*	*	*	*	*	*	*	*	1
313.00 Comptroller	$64,218	$65,316	$53,800	$54,000	$56,273	$72,896	$73,417	$74,152	14
313.10 Manager Payroll	$40,918	$42,018	$31,980	$32,638	$40,330	$42,525	$44,000	$44,457	17
314.00 Dir Accounting	$50,733	$51,600	$39,771	$40,084	$49,037	$51,624	$54,682	$59,118	13
314.10 Staff Accountant-Hi	$38,489	$39,054	$31,082	$34,852	$38,600	$39,474	$43,176	$45,808	14
315.00 Bursar	$49,121	$50,606	$35,394	$36,000	$46,847	$52,824	$62,036	$62,218	10
315.10 Assc Bursar	$37,064	$35,363	$31,128	$33,042	$34,956	$35,769	$41,086	$46,402	4
316.00 Dir Purchasing	$50,164	$48,620	$40,229	$43,000	$46,450	$52,248	$60,035	$65,000	18
316.10 Assc Dir Purchasing	$83,726	$54,250	$35,072	$35,072	$52,500	$56,000	$59,221	$59,221	6
317.00 Dir Bookstore	$45,350	$45,013	$38,243	$39,030	$43,250	$48,073	$50,087	$52,678	14
317.10 Assc Dir Bookstore	$34,585	$29,496	$27,365	$27,365	$27,936	$31,056	$43,356	$43,356	6
318.00 Dir Internal Audit	$52,422	$49,779	$39,292	$43,181	$49,331	$54,000	$59,289	$61,650	14
319.00 Dir Aux Services	$63,069	$65,763	$57,151	$57,151	$65,220	$66,307	$66,400	$66,400	6
319.10 Mgr Mail Services	$26,790	$26,013	$21,166	$22,894	$25,865	$26,436	$28,000	$35,950	9
320.00 Dir Campus Security	$45,295	$45,580	$34,835	$35,670	$41,186	$46,532	$56,829	$58,164	15
321.00 Dir Risk Mgt,Ins	$46,000	$51,909	$26,952	$26,952	$50,897	$52,922	$56,043	$56,043	6
EXTERNAL AFFAIRS									
401.00 Chief Developmnt Off	$75,741	$73,550	$58,631	$59,100	$66,750	$79,005	$93,986	$94,493	10
401.10 Dir Annual Giving	*	*	*	*	*	*	*	*	1
401.20 Dir Corp,Fndtn Rel	$51,181	$52,850	$47,142	$47,142	$48,047	$53,782	$56,277	$56,277	7
401.30 Coord Res Dev	*	*	*	*	*	*	*	*	3
402.00 Chf Public Rel Off	$55,395	$55,991	$45,000	$45,000	$54,144	$57,048	$57,194	$65,000	13
402.10 Dir Gov,Leg Rel	*	*	*	*	*	*	*	*	3
403.00 Chf Dev,Pub Rel Off	*	*	*	*	*	*	*	*	2
404.00 Dir Alumni Affairs	*	*	*	*	*	*	*	*	2
405.00 Dir Dev,Alumni Aff	*	*	*	*	*	*	*	*	2
408.00 Dir Community Serv	$44,080	$46,539	$32,391	$37,795	$43,200	$49,878	$50,364	$50,850	4
409.00 Dir Publications	$48,858	$54,439	$37,808	$44,422	$49,431	$55,423	$56,407	$57,118	5
409.10 Assc Dir Publicatns	*	*	*	*	*	*	*	*	1
409.20 Mgr Printing Srv	$33,906	$34,409	$26,699	$28,898	$31,338	$35,881	$38,250	$40,120	10
410.00 Dir Info Office	$44,931	$42,796	$36,310	$36,721	$40,346	$45,245	$51,606	$56,000	8
411.00 Dir News Bureau	*	*	*	*	*	*	*	*	1

* denotes 3 or less cases

(continued)

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CUPA 1995-1996 ADCOMP SURVEY Positions	Mean Salary	Median Salary	20th %tile	25th %tile	40th %tile	60th %tile	75th %tile	80th %tile	Number of Cases
STUDENT SERVICES									
501.00 Chf Student Aff Off	$78,127	$77,758	$66,755	$68,125	$71,268	$78,800	$86,947	$88,267	16
501.10 Assc Chf Stud Aff Off	$55,953	$57,244	$46,245	$46,245	$49,869	$64,618	$66,660	$66,660	6
501.50 Dean of Students	$66,809	$69,087	$61,120	$61,602	$68,000	$70,174	$72,716	$75,000	8
502.00 Chief Admissions Off	$52,664	$50,000	$38,610	$43,000	$48,945	$50,343	$58,572	$61,800	9
502.10 Assc Dir Admissions	$35,078	$33,036	$26,851	$26,851	$28,979	$36,000	$40,791	$40,791	7
502.20 Admissions Counselor	$30,916	$27,872	$23,370	$25,049	$26,727	$29,017	$36,785	$44,552	4
502.30 Academic Advisor	$35,545	$33,178	$27,368	$27,368	$32,401	$33,365	$41,088	$41,088	7
503.00 Dir Adm & Registrar	$57,674	$55,978	$50,495	$50,697	$51,300	$60,655	$68,684	$70,118	8
504.00 Registrar	$53,090	$52,576	$43,042	$44,472	$50,221	$54,903	$60,932	$60,947	18
504.10 Assc Registrar	$36,384	$39,564	$24,700	$31,400	$38,100	$41,028	$41,368	$41,707	4
504.20 Asst Registrar	$38,744	$39,809	$35,312	$35,312	$35,579	$41,458	$42,669	$42,669	7
505.00 Dir Adm,Fin Aid	*	*	*	*	*	*	*	*	1
506.00 Dir Student Fin Aid	$51,782	$51,281	$43,212	$43,792	$48,302	$53,202	$57,173	$58,235	20
506.10 Assc Dir Std Fin Aid	$38,850	$39,701	$29,991	$30,676	$33,234	$45,093	$47,030	$47,541	10
507.00 Dir Food Services	$39,620	$41,730	$29,828	$33,027	$37,378	$42,018	$42,305	$48,358	5
508.00 Dir Student Housing	*	*	*	*	*	*	*	*	1
509.00 Dir Union,Std Act	*	*	*	*	*	*	*	*	1
510.00 Dir Foreign Students	*	*	*	*	*	*	*	*	3
511.00 Dir Student Union	*	*	*	*	*	*	*	*	1
512.00 Dir Std Activities	$40,897	$39,296	$34,084	$34,456	$36,551	$41,460	$45,400	$50,913	17
513.00 Dir Career Dev-Plcmt	$44,682	$42,843	$37,171	$37,204	$38,704	$48,700	$50,467	$51,543	12
514.00 Dir Std Counseling	$52,079	$52,667	$36,695	$38,502	$46,435	$60,289	$63,375	$63,826	12
514.10 Assc Dir Std Cnslg	$54,001	$50,186	$35,824	$40,529	$45,233	$55,138	$67,473	$79,809	4
516.00 Dir Std Hlth-Nurse	$45,927	$42,705	$36,972	$42,578	$42,641	$42,737	$42,770	$56,493	5
518.00 Dir Athletics	$58,225	$55,386	$46,427	$48,984	$51,948	$59,980	$68,673	$68,884	12
522.00 Dir Campus Rec	$33,101	$31,811	$25,850	$26,500	$29,155	$35,341	$38,871	$40,997	5
523.00 Chief Enrollment Mgmt	$54,608	$58,594	$30,000	$30,000	$45,600	$65,000	$74,060	$74,060	7
524.00 Dir Minority Affairs	*	*	*	*	*	*	*	*	1
525.00 Dir Conferences	*	*	*	*	*	*	*	*	2

* denotes 3 or less case

ATTACHMENT B

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VIRGINIA COMMUNITY COLLEGE SYSTEM
James Monroe Building • 101 North Fourteenth Street • Richmond, Virginia 23219

MEMO

To: Dr. Richard Ernst, President
Northern Virginia C. C.

From: Earl McHewi

Subj: Salary Data

Date: March 15, 1996

The summary of the state survey is attached. Generally, across the board increases have continued. For most measures, increases are not as dramatic as last year's except for the '5000-9999' category, but they are substantial.

It is interesting to look at the salary distributions for the different size categories using the $100,000 level as a benchmark:

For all FTE categories, the maximum salary now exceeds $100,000.
The upper quartile, the top 25%, earn more than $100,000 in four of the FTE categories, all but the 'Less than 1,500' colleges.
All salaries above the lower quintile, the bottom 20%, at colleges with 5,000 or more FTE are over $100,000.
For the largest colleges, the absolute minimum is $115,198.

If you need anything else from the survey, let me know.

C: Dr. McCartan

804-225-2117. FAX 804-786-3785. TDD 804-371-8504
An Equal Employment Opportunity/Affirmative Action Employer

TABLE 3

**STATE SURVEY*
PRESIDENTIAL SALARY (CASH) SURVEY
1995-96**

FTE Enrollment	Median Salary	Interquintile Range Q1- Q4	Mean Salary
Less than 1,500	$86,688	$77,803 - 89,512	$84,642
1,500 - 2,499	92,220	88,468 - 100,047	94,207
2,500 - 4,999	96,804	89,512 - 109,923	99,068
5,000 - 9,999	113,500	101,446 - 124,448	113,010
10,000 or more	124,999	117,800 - 127,431	123,665

*The states included in the survey are Alabama, Florida, North Carolina, South Carolina and Tennessee.

ALABAMA DEPARTMENT OF POSTSECONDARY EDUCATION

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Representing Alabama's Public Two-Year College System

STATE BOARD OF EDUCATION — Governor Fob James, Jr., President; Bradley Byrne, District 1; G. J. Higginbotham, District 2; Stephanie Bell, District 3; Ethel Hall, Vice President, District 4; Willie J. Paul, District 5; David F. Byers, Jr., District 6; Sandra Ray, District 7; Mary Jane Caylor, District 8

February 20, 1996

Dr. Richard J. Ernst, President
Northern Virginia Community College
4001 Wakefield Chapel Road
Annandale, Virginia 22003

Dear Dr. Ernst:

We appreciate your interest in The Alabama College System. The information you requested regarding presidential salaries by college for the 1995-96 academic year is enclosed.

We would appreciate a copy of your report on presidential salaries when it is completed. Again, thank you for your interest in The Alabama College System. If we can be of further assistance, please contact us.

Sincerely,

Fred Gainous

Fred Gainous
Chancellor

jg

Enclosure

Fred Gainous, Chancellor Post Office Box 302130 Montgomery, Alabama 36130-2130 (334) 242-2900 Fax (334) 242-2888

401 Adams Avenue Montgomery, Alabama 36104-4340

The Alabama College System
Presidents' Compensation
Academic Year 1995-96

College	Preliminary Fall 1995-96 Headcount*	Salary				Allowance		Total President's Compensation
		Schedule A Salary	Earned Doctorate	XL College Size	Total	Housing	Expense	
Alabama Aviation	292	$84,379	$1,000		$85,379	$8,000	$2,400	$95,779
Alabama Southern	1,518	$88,512	$1,000		$89,512	$8,000	$2,400	$99,912
Ayers	574	$88,512			$88,512	$8,000		$96,512
Bessemer	1,758	$88,512	$1,000		$89,512	$8,000	$2,400	$99,912
Bevill	5,358	$88,512	$1,000		$89,512	$8,000	$2,400	$99,912
Bishop	4,320	$88,512	$1,000	$2,000	$91,512	$8,000	$2,400	$101,912
Calhoun	7,515	$88,512	$1,000	$2,000	$91,512	$8,000	$2,400	$101,912
Central Alabama	2,408	$88,512	$1,000		$89,512	$8,000	$2,400	$99,912
Chattahoochee Valley	2,109	$88,512	$1,000		$89,512	$8,000	$2,400	$99,912
Drake	673	$88,512	$1,000		$89,512	$8,000	$2,400	$99,912
Enterprise	2,338	$88,512	$1,000		$89,512		$2,400	$91,912
Faulkner	3,071	$88,512			$88,512	$8,000	$2,400	$98,912
Gadsden	5,682	$88,512	$1,000	$2,000	$91,512	$8,000	$2,400	$101,912
Ingram	1,160	$88,512	$1,000		$89,512	$8,000		$97,512
Jefferson Davis	1,563	$88,512	$1,000		$89,512	$8,000		$97,512
Jefferson State	6,630	$88,512	$1,000	$2,000	$91,512	$8,000	$2,400	$101,912
Lawson	1,881	$88,512	$1,000		$89,512	$8,000	$2,400	$99,912
L.B. Wallace	795	$84,379			$84,379	$8,000	$2,400	$94,779
MacArthur	607	$84,379			$84,379	$8,000	$2,400	$94,779
Northeast	1,583	$88,512	$1,000		$89,512	$8,000	$2,400	$99,912
Northwest/Shoals	3,925	$88,512	$1,000		$89,512	$8,000	$2,400	$99,912
Patterson	1,081	$88,512			$88,512	$8,000	$2,400	$98,912
Reid	730	$88,512	$1,000		$89,512	$8,000	$2,400	$99,912
Shelton	5,642	$88,512	$1,000	$2,000	$91,512	$8,000	$2,400	$101,912
Snead	1,758	$88,512	$1,000		$89,512	$8,000	$2,400	$99,912
Southern Union	4,279	$88,512			$88,512	$8,000	$2,400	$98,912
Sparks	825	$88,512	$1,000		$89,512	$8,000	$2,400	$99,912
Trenholm	707	$88,512	$1,000		$89,512		$2,400	$91,912
Wallace - Dothan	3,876	$88,512	$1,000		$89,512	$8,000	$2,400	$99,912
Wallace - Hanceville	5,467	$88,512	$1,000	$2,000	$91,512	$8,000	$2,400	$101,912
Wallace - Selma	1,827	$88,512	$1,000		$89,512	$8,000	$2,400	$99,912

* Headcount figures are PRELIMINARY and have not been verified by the colleges.

Source: The Alabama College System data which includes Alabama Community, Junior and Technical Colleges as submitted quarterly to the Department of Postsecondary Education

DPE/DMA/BC/Prescomp wk4/95-602
February 9, 1996

Florida State Board of Community Colleges

Division of Community Colleges
1314 Florida Education Center
Department of Education
325 W. Gaines Street
Tallahassee, Florida 32399-0400
(904) 488-1721 SUNCOM 278-1721
Fax (904) 488-9763

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February 14, 1996

Dr. Richard J. Ernst
President
North Virginia Community College
4001 Wakefield Chapel Road
Annandale, VA 22003

Dear Dr. Ernst:

Enclosed are the two reports for the Florida Community College System requested in your letter of February 6, 1996. The "Salaries of Selected Positions" report is for the payroll period nearest October 1, 1995. If a college reported more than one person for a type of position, the average salary is shown. Some positions were vacant for the reporting period.

The "Average Salary by Semesters Employed - Full Time Instructional Personnel" is for the same payroll period. This report details the average salary by college for full-time instructional employees by the number of semesters employed. The section of the report (far right three columns) entitled "2.0 Semester Equivalent" is the information we report to the federal government, the Southern Regional Education Board, and our state legislature. It uses the standard federal conversion factors to provide equivalent information for comparative studies.

If you have any questions, please call me at 904-488-8597.

Sincerely,

Howard V. Campbell

Howard V. Campbell, Bureau Chief
Research and Information Systems

Attachments

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Philip Benjamin, St. Petersburg Beach
Frank T. Brogan, Commissioner of Education
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FLORIDA COMMUNITY COLLEGE SYSTEM
SALARIES OF SELECTED POSITIONS
1995-96

COLLEGE	PRESIDENT	EXECUTIVE VICE PRESIDENT	PROVOST CAMPUS VICE PRESIDENT	CHIEF ACADEMIC AFFAIRS OFFICER	CHIEF BUSINESS AFFAIRS OFFICER	CHIEF STUDENT AFFAIRS OFFICER	CHIEF LIBRARIAN/ LEARNING RESOURCES	CHIEF STUDENT RECORDS (REGISTRAR)	DIRECTOR OF ADMISSIONS
BREVARD	$124,600		$78,200	$65,000	$86,000		$57,500	$40,600	
BROWARD	125,000		78,600	78,450	78,000	78,850	58,450	50,900	
CENTRAL FLORIDA	120,579		59,000	64,890	69,231	62,000	47,500	41,301	
CHIPOLA	85,000	65,000		59,500	62,000	50,347	59,500	27,500	
DAYTONA BEACH	124,988			89,590	89,950	88,267	53,788	49,650	
EDISON	126,506		72,190	97,524	82,202	76,182	68,230	53,576	
FCCJ	115,198	110,703	86,323	75,098	93,475	59,736	55,165	39,330	
FLORIDA KEYS	103,042			56,000	59,500	64,436	36,060	32,782	39,232
GULF COAST	105,650			77,250	77,250	63,600	67,300		56,900
HILLSBOROUGH	118,450	100,868	71,850	70,000	88,706	70,154	60,000	54,903	
INDIAN RIVER	113,500		81,300	81,300	81,300	81,300	67,500	69,000	
LAKE CITY	111,655			68,648	67,100	68,648	42,932	48,500	
LAKE-SUMTER	83,801	65,082	65,082	65,082	43,745	52,677	40,029	40,587	
MANATEE	109,699	92,629	72,582	65,787	70,330	68,259	63,728	54,907	
MIAMI-DADE	125,361	96,357	103,880	90,357	90,357	79,884	69,684	57,402	
NORTH FLORIDA				70,439	55,780	64,362	48,347		
OKALOOSA-WALTON	120,000		70,772	81,000	81,000	63,000	54,000	63,000	
PALM BEACH	123,100		79,373	87,852	92,299	87,852	62,286	52,337	
PASCO-HERNANDO	96,265			68,776	64,890	54,000	44,880	42,341	
PENSACOLA	130,930	108,800	68,000	71,000	80,700	64,800	60,200	54,100	
POLK	111,213			64,489	57,302		44,780	57,302	
ST. JOHNS RIVER	124,400	90,000	60,500	72,000	72,000	68,000	56,000		57,000
ST. PETERSBURG	124,762		78,469	83,175	82,316	83,175	55,697	52,659	
SANTA FE	120,750		71,652	88,020	81,000	61,220	40,830	59,409	46,400
SEMINOLE	104,089	87,030			79,123		58,826		69,201
SOUTH FLORIDA	113,717			81,000	80,000	61,901	43,759	40,000	
TALLAHASSEE	123,839			87,796	87,796	65,096	69,780	44,391	
VALENCIA	128,353		92,720		92,720	92,720	57,216	79,050	
SYSTEM AVERAGE	$115,350	$90,719	$75,911	$75,386	$76,645	$69,219	$55,142	$50,230	$53,747

SOURCE: 1995-96 PDB-2 - October 1995 Payroll

NOTE: If a college reported more than one person for a type of position, the average salary is shown. Some positions were vacant for this reporting period.

December 11, 1995 8:15 AM HVC C:\123R4W\STAFF95\SALSEL96.WK4

AVERAGE SALARY BY SEMESTERS EMPLOYED 11:00 AM
FULL-TIME INSTRUCTIONAL PERSONNEL
FALL 1995

	2.0 SEMESTERS		2.5 SEMESTERS		3.0 SEMESTERS		2.0 SEMESTER EQUIVALENT*		
COLLEGE	NUMBER	SALARY	NUMBER	SALARY	NUMBER	SALARY	NUMBER	SALARY	% INC
BREVARD	36	$33,037	164	$37,126	35	$39,189	235	$33,390	1.3%
BROWARD	13	33,917	295	42,442	0	0	308	38,387	0.1%
CENTRAL FLA	86	33,309	0	0	18	41,188	104	33,377	-1.9%
CHIPOLA	0	0	63	37,964	0	0	63	34,513	4.8%
DAYTONA BEACH	172	34,673	0	0	24	49,075	196	35,344	0.6%
EDISON	0	0	96	38,629	0	0	96	35,117	-4.1%
FLA CC @ JAX	9	34,415	367	41,898	20	40,405	396	37,752	3.1%
FLORIDA KEYS	0	0	26	32,100	5	42,840	31	30,128	-0.1%
GULF COAST	75	38,293	0	0	15	32,642	90	36,362	1.6%
HILLSBOROUGH	0	0	221	38,862	0	0	221	35,329	-2.6%
INDIAN RIVER	0	0	122	47,744	10	43,269	132	42,797	2.0%
LAKE CITY	30	31,553	19	34,764	9	37,006	58	31,372	-0.7%
LAKE SUMTER	4	32,266	36	35,026	1	34,979	41	31,805	-1.6%
MANATEE	128	32,685	3	33,067	2	48,054	133	32,726	2.2%
MIAMI-DADE	0	0	793	44,627	0	0	793	40,570	0.5%
NORTH FLORIDA	21	35,539	8	37,664	1	27,577	30	34,760	1.9%
OKALOOSA-WALTON	68	36,540	0	0	6	48,758	74	36,812	1.1%
PALM BEACH	47	34,347	126	39,084	0	0	173	35,209	-1.9%
PASCO-HERNANDO	7	33,144	62	39,087	14	27,207	83	33,093	3.8%
PENSACOLA	207	33,944	0	0	26	46,238	233	34,378	0.1%
POLK	5	25,406	85	35,639	6	38,296	96	31,968	-1.1%
ST JOHNS RIVER	0	0	67	35,318	1	44,272	68	32,168	1.4%
ST PETERSBURG	89	37,744	169	39,799	30	44,720	288	36,706	4.0%
SANTA FE	0	0	213	37,629	24	41,243	237	34,161	-0.8%
SEMINOLE	0	0	92	38,001	45	42,709	137	34,677	-2.1%
SOUTH FLORIDA	0	0	28	38,080	14	41,816	42	34,483	3.0%
TALLAHASSEE	132	45,369	0	0	0	0	132	45,369	-0.2%
VALENCIA	2	32,821	188	40,686	0	0	190	36,944	-1.2%
TOTAL	1,131	$35,848	3,243	$40,932	306	$41,554	4,680	$36,671	0.6%

* 2.0 Semester Equivalents have been determined by the application of conversion factors to the 2.5 and 3.0 Semester Salaries. These contract periods have been adjusted in order to develop a salary composite for 2.0 Semesters. This period is the nationally recognized basis for comparison. Factors of 0.909 and 0.818 have been respectively applied to 2.5 and 3.0 Semester Salaries.

NOTE: The number of days per term included in a contract may vary among the colleges.

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NORTH CAROLINA COMMUNITY COLLEGE SYSTEM

February 19, 1996

LLOYD V. HACKLEY
PRESIDENT

Mr. Richard J. Ernst, President
Northern Virginia Community College
4001 Wakefield Chapel Road
Annandale, Virginia 22003

Dear Mr. Ernst:

In response to your letter dated February 6, 1996, I am forwarding to you the North Carolina Community College System's salary scale for the presidents of our colleges for fiscal year 1995-96. The schedule includes institution size based on the number of full-time equivalent students served. I hope this information will be helpful.

If you have any questions, please contact Mr. Benson Otovo, Vice President for Business and Finance.

Sincerely,

L V Hackley

Lloyd V. Hackley

LVH/jmh

pc: Mr. Benson Otovo

200 WEST JONES STREET ~ RALEIGH, NC 27603-1379 ~ 919-733-7051 FAX 919-733-0680

NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
Salary Scale Placement Based on Years of Presidential
Experience and Including Any Salary Increase
1995-96

COLLEGES	CURR FTE 94-95	OCCUP FTE 94-95	LIT FTE 94-95	NON-BUDGET FTE 94-95	TOTAL BUDGET FTE 94-95	INST SIZE	SALARY STEP	STATE ANNUAL SALARY 95-96	LOCAL ANNUAL SALARY 95-96	FEDERAL ANNUAL SALARY 95-96	OTHER ANNUAL SALARY 95-96	TOTAL ANNUAL SALARY 95-96
ALAMANCE CC	2,243	177	238	223	2,881	2	10	$83,232				$83,232
ANSON CC	857	109	201	101	1,268	1	2	$69,348			$5,004	$74,352
ASHEVILLE-BUNCOMBE TCC	2,753	382	246	196	3,577	3	2	$78,360	$18,624			$96,984
BEAUFORT COUNTY CC	1,049	262	234	149	1,694	2	2	$73,296	$16,932			$90,228
BLADEN CC	644	59	47	25	775	1	7	$75,204	$3,540			$78,744
BLUE RIDGE CC	1,109	375	243	85	1,712	2	9	$81,984	$17,496			$99,480
BRUNSWICK CC	676	247	152	75	1,050	1	4	$71,688	$15,000			$86,688
CALDWELL CC & TI	1,999	293	227	74	2,593	2	0	$70,836	$14,004			$84,840
CAPE FEAR CC	2,644	319	286	202	3,451	3	8	$86,316	$24,504			$110,820
CARTERET CC	1,160	243	240	50	1,493	1	10	$78,732	$10,116			$88,848
CATAWBA VALLEY CC	2,399	454	224	236	3,313	3	10	$88,992	$15,612			$104,604
CENTRAL CAROLINA CC	2,386	290	681	136	3,493	3	9	$87,648	$20,004			$107,652
CENTRAL PIEDMONT CC	9,345	746	660	1,010	11,761	5	6	$100,008	$27,192			$127,200
CLEVELAND CC	1,132	150	255	104	1,641	2	4	$75,780	$15,840			$91,620
COASTAL CAROLINA CC	2,848	546	234	87	3,715	3	10	$88,992	$22,692			$111,684
COLLEGE OF ALBEMARLE	1,401	139	193	24	1,757	2	2	$73,296	$12,240			$85,536
CRAVEN CC	1,841	270	118	162	2,391	2	2	$73,296	$28,440			$101,736
DAVIDSON COUNTY CC	1,802	367	176	102	2,447	2	10	$83,232	$19,548			$102,780
DURHAM TCC	2,756	443	429	77	3,705	3	10	$88,992	$7,812			$96,804
EDGECOMBE CC	1,413	81	271	86	1,851	2	1	$72,048	$8,676			$80,724
FAYETTEVILLE TCC	5,636	2,457	803	464	9,360	5	10	$106,356	$20,460			$126,816
FORSYTH TCC	3,121	713	376	264	4,474	3	2	$78,360	$18,240			$96,600
GASTON COLLEGE	3,133	241	340	446	4,160	3	1	$77,040	$21,156			$98,196
GUILFORD COLLEGE	4,891	624	366	345	6,226	4	2	$85,272	$14,448			$99,720
HALIFAX CC	1,238	161	196	74	1,669	2	4	$75,780	$18,972			$94,752
HAYWOOD CC	1,212	111	77	127	1,527	2	9	$81,984	$7,740			$89,724
ISOTHERMAL CC	1,284	123	131	155	1,693	2	6	$78,264	$14,532			$92,796
JAMES SPRUNT CC	960	78	169	53	1,260	1	3	$70,524	$9,840			$80,364
JOHNSTON CC	2,414	208	281	118	3,021	3	10	$88,992				$88,992
LENOIR CC	1,779	317	339	113	2,548	2	4	$75,780	$22,032			$97,812
MARTIN CC	694	103	185	66	1,048	1	2	$69,348	$2,760			$72,108
MAYLAND CC	675	196	122	68	1,061	1	8	$76,392				$76,392
MCDOWELL TCC	623	67	155	43	888	1	8	$76,392	$5,556			$81,948
MITCHELL CC	1,149	176	134	169	1,628	2	2	$73,296	$17,676		$12,000	$102,972
MONTGOMERY CC	536	58	55	41	690	1	2	$69,348	$2,508			$71,856
NASH CC	1,173	208	177	114	1,672	2	10	$83,232	$16,848			$100,080
PAMLICO CC	143	34	38	25	240	1	4	$71,688				$71,688
PIEDMONT CC	981	73	137	268	1,459	1	10	$78,732	$10,572			$89,304
PITT CC	3,174	212	123	89	3,598	3	8	$86,316	$7,800			$94,116
RANDOLPH CC	1,147	316	188	236	1,887	2	4	$75,780	$25,260			$101,040
RICHMOND CC	933	219	383	156	1,691	2	7	$79,500	$13,488			$92,988
ROANOKE CHOWAN CC	762	50	140	102	1,054	1	5	$72,864	$6,000			$78,864
ROBESON CC	1,271	298	360	115	2,044	2	9	$81,984	$12,864			$94,848
ROCKINGHAM CC	1,452	211	125	125	1,913	2	10	$83,232	$22,728			$105,960
ROWAN-CABARRUS CC	2,135	440	241	239	3,055	3	10	$88,992	$22,404			$111,396
SAMPSON CC	922	111	312	64	1,409	1	10	$78,732	$10,764			$89,496
SANDHILLS CC	2,404	359	312	92	3,167	3	10	$88,992		$19,836		$108,828
SOUTHEASTERN CC	1,615	99	217	90	2,021	2	4	$75,780	$27,540			$103,320
SOUTHWESTERN CC	1,280	283	64	58	1,685	2	2	$73,296	$15,468			$88,764
STANLY CC	1,233	214	183	84	1,714	2	2	$73,296	$16,464			$89,760
SURRY CC	2,128	326	120	89	2,663	2	1	$72,048	$32,796			$104,844
TRI COUNTY CC	544	74	20	52	690	1	2	$69,348				$69,348
VANCE-GRANVILLE CC	2,098	246	250	319	2,913	2	10	$83,232	$17,952			$101,184
WAKE TCC	4,398	899	593	393	6,283	4	10	$96,828	$25,788			$122,616
WAYNE CC	2,319	287	309	114	3,029	3	4	$81,024	$23,316			$104,340
WESTERN PIEDMONT CC	1,678	131	353	139	2,301	2	10	$83,232	$11,700			$94,932
WILKES CC	1,380	328	151	148	2,007	2	10	$83,232				$83,232
WILSON TCC	1,039	218	155	142	1,554	2	10	$83,232	$14,064			$97,296
TOTAL	108,011	17,021	13,835	9,303	147,870			$4,629,000	$808,008	$19,836	$17,004	$5,473,848

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STATE BOARD FOR TECHNICAL AND COMPREHENSIVE EDUCATION

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EXECUTIVE DIRECTOR

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Columbia, S.C.
Secretary of Commerce
Ex-Officio

January 10, 1996

Dr. Richard J. Ernst, President
Northern Virginia Community College
4001 Wakefield Chapel Road
Annandale, Virginia 22003

Dear Dr. Ernst:

Your letter of November 1, 1995, addressed to Dr. Michael B. McCall, requesting information on salaries and fringe benefits for college presidents has been forwarded to me.

Enclosed, please find a copy of our response. If additional information is needed, please let us hear from you.

Sincerely,

Tim O'Dell

Tim O'Dell, CPA
Director of Financial Reporting

dm

Enclosure

c: Dr. Michael B. McCall
Mr. Leroy Mosely
Mr. Donald R. Peterson

SOUTH CAROLINA
COMPENSATION SURVEY OF SELECTED STATES
Presidents of Public Two-year Colleges
1995-96 Fiscal Year

College	Institutional Enrollment		President's Salary by College 1995-96	Housing and Incidentals	Automobile		Health Care Program	Retirement Plan	Other Items: Deferred Salary Plan, Organizational Memberships, Allowances, ect.
	FY 95 FTE	Fall 1995 Headcount			Public	Private			
Aiken	1,632	2,260	88,292	NO	Footnote (3)	N/A	3,217	6,798	Footnote (4)
Central Carolina	1,605	2,207	95,223	NO	Footnote (3)	N/A	3,217	7,332	Footnote (4)
Chesterfield/Marlboro	689	1,030	90,252	NO	Footnote (3)	N/A	3,217	6,949	Footnote (4)
Denmark	773	842	85,952	NO	Footnote (3)	N/A	3,217	6,618	Footnote (4)
Florence/Darlington	2,474	3,121	93,425	NO	Footnote (3)	N/A	3,217	7,194	Footnote (4)
Greenville	6,214	8,227	104,695	NO	Footnote (3)	N/A	3,217	8,062	Footnote (4)
Horry/Georgetown	2,117	3,166	100,039	NO	Footnote (3)	N/A	3,217	7,703	Footnote (4)
Midlands	6,755	9,913	104,695	NO	Footnote (3)	N/A	3,217	8,062	Footnote (4)
Orangeburg/Calhoun	1,559	1,716	87,030	NO	Footnote (3)	N/A	3,217	6,701	Footnote (4)
Piedmont	2,274	3,147	100,039	NO	Footnote (3)	N/A	3,217	7,703	Footnote (4)
Spartanburg	1,969	2,547	98,367	NO	Footnote (3)	N/A	3,217	7,574	Footnote (4)
TC of the Lowcountry	1,028	1,382	91,740	NO	Footnote (3)	N/A	3,217	7,064	Footnote (4)
Tri-County	2,313	3,115	100,039	NO	Footnote (3)	N/A	3,217	7,703	Footnote (4)
Trident	6,624	9,292	103,310	NO	Footnote (3)	N/A	3,217	7,955	Footnote (4)
Williamsburg	462	626	77,625	NO	Footnote (3)	N/A	3,217	5,977	Footnote (4)
York	2,399	3,342	92,220	NO	Footnote (3)	N/A	3,217	7,101	Footnote (4)

Headcount source is "Unaudited Data."
FTE and Headcount based on Credit Programs only.

(1) State paid basic health (Blue Cross and Health Maintenance Organizations) full family maximum, plus $3,000 life, employee only, long term disability, and dental insurance @ $3,217.32/annun/employee.

(2) State and employee participation, employee contributes 6% on earnings. State contributes 7.7% (excludes 2.047% retiree health & dental), includes pre-retirement death benefit equal to one year's salary. Retirement program is mandatory.

(3) Assigned automobiles are optional, and use is limited to business purposes.

(4) All professional organizations and limited social organizations provided by local sources. Deferred salary plans are available at employee expense. No allowances. State regulated and limited travel and meal expense reimbursement is provided from local sources.

PRESAL96

Tennessee Board of Regents
1415 Murfreesboro Road - Suite 350 - Nashville, Tennessee 37217
(615) 366-4400 FAX (615) 366-4464

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NVCC PRESIDENT'S OFFICE

Dr. Richard J. Ernst, President
Northern Virginia Community College
4001 Wakefield Chapel Road
Annandale, Virginia 22003

November 29, 1995

Dear Dr. Ernst,

I am submitting the Tennessee Board of Regents' response to the salary survey conducted by your college. I look forward to receiving a copy of your institution's salary study for 1995-96.

Feel free to contact me at (615) 366-4447 or at LHSU@tbr.state.tn.us if there are any questions or concerns.

Sincerely,
Lilly Hsu
Lilly Hsu
Research Analyst

Enclosure

cc: Dr. Nebraska Mays
Dr. George E. Malo

SALARY SURVEY OF SELECTED STATES

Presidents of Public Two-Year Colleges

1995-96

State: Tennessee

College	Institutional Enrollment, Fall 1995 FTE	Institutional Enrollment, Fall 1995 Headcount	Chief Executive Salary By College	House/ or Housing Allowance	Expense Allowance	State Automobile
Chattanooga State	4,982	8,676	102,050	House	2,400	Yes
Cleveland State	2,204	3,668	87,168	10,800	2,400	Yes
Columbia State	2,501	3,755	90,000	10,800	2,400	Yes
Dyersburg State	1,373	2,079	79,455	House	2,400	Yes
Jackson State	2,155	3,438	92,000	10,800	2,400	Yes
Motlow State	2,077	3,130	85,191	House	2,400	Yes
Nashville Tech	2,778	6,386	89,172	10,800	2,400	Yes
Northeast State	2,314	3,488	87,155	10 800	2,400	Yes
Pellissippi State	4,768	7,468	89,810	10,800	2,400	Yes
Roane State	3,591	5,803	88,587	House	2,400	Yes
Shelby State (a)	3,998	6,350	90,000	10,800	2,400	Yes
State Tech at Memphis	5,022	10,569	100,980	10,800	2,400	Yes
Volunteer State (b)	3,904	6,583	91,280	10,800	2,400	Yes (b)
Walters State	3,507	5,824	97,922	House	2,400	Yes

(a) The president's position at Shelby State is currently vacant.

(b) Volunteer State's president drives a personal car, although a car is provided.

VA_SRVY.XLS 11/29/95